

# PROJECTIONS AND PLANNING INFORMATION

## ► Colusa County

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# PROJECTIONS AND PLANNING INFORMATION

## COLUSA COUNTY

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State of California  
Health and Welfare Agency

# PROJECTIONS AND PLANNING INFORMATION

## COLUSA COUNTY

Population Projections  
1990-2010

Prepared by  
The Planning Department  
Colusa County

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Date: 10/1/2009





## **LABOR MARKET INFORMATION DIVISION**

### **MISSION**

WE PROMOTE CALIFORNIA'S ECONOMIC HEALTH BY PROVIDING INFORMATION TO HELP PEOPLE UNDERSTAND CALIFORNIA'S ECONOMY AND MAKE INFORMED LABOR MARKET CHOICES.

### **VISION**

WE ARE THE LABOR MARKET INFORMATION SOURCE FOR CALIFORNIA AND A NATIONAL LEADER IN LABOR MARKET INFORMATION. WE ARE AN INNOVATIVE, CREATIVE AND EXPERT CONSULTING ORGANIZATION; AN ECONOMIC DEVELOPMENT AND RESEARCH PARTNER; AND A PRESTIGIOUS AND HIGHLY CREDIBLE ORGANIZATION.



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# *Projections & Planning Information*

## **Module A:**

# **Introduction**







# **Projections and Planning Information**

## **COLUSA COUNTY**

Replace Module A: INTRODUCTION

ALL PAGES

**EMPLOYMENT DEVELOPMENT DEPARTMENT  
LABOR MARKET INFORMATION DIVISION**

For questions about this report, call (916) 262-2162.









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# Note to Readers

The Employment Development Department's Labor Market Information Division (LMID) regularly collects, analyzes, and publishes information about California's labor market, which consists of approximately 15 million workers and 1 million employers. In addition to employment and unemployment data, LMID provides economic planning information, industry and occupational information, social and demographic information, and a variety of other statistics.

LMID produces the Projection and Planning Information publication (PPI) for 57 counties and the State. Each module within the PPI is designed to present data in a clear and usable form. The variety and number of reports within each module are intended to answer the most frequently asked questions. These modules are updated as new information becomes available and are delivered to customers for inclusion in a three-ring binder.

**Customers may choose some or all of the following modules:**

**Module A: Introduction** *Information about the featured county and population tables providing data for the past and present. Additional resources for exploring various occupations.*

- Area Profile
- Area Map
- County/City Population
- Population Estimates for California and Counties
- O\*NET The Occupational Network
- Standard Occupational Classification (SOC)
- EDD and Related Websites

**Module B: Labor Force** *Current and historical labor force, employment, unemployment and unemployment rates.*

- State Map of Current Annual Average Rates by County
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- Annual Average Data
- Monthly Data



**Module D: Projections** *Information for estimating job opportunities, developing training programs, and gaining an insight into future employment trends.*

- Description of Industry and Occupational Tables
- Training Level Definitions
- Industry Trends and Outlook
- Employment by Major Industry
- Industry Employment Projections
- Employment by Major Occupational Group
- Occupations with the Greatest Absolute Job Growth (Growth plus Separations)
- Occupations with the Fastest Job Growth
- Occupational Employment Projections
- Occupations with Most Openings
- Occupations with Projected Declines
- Alphabetical Index of Occupations
- Description of Standard Industrial Classification (SIC) and North American Industry Classification (NAICS)
- Methods and Economic Assumptions

**Module E: Occupational Wages** *Occupational Employment Statistics (OES) Wage Survey results and explanation of methodology.*

- Occupational Wages for Selected Counties

**Module F: Social and Economic Data** *Tables from the U.S. Department of Commerce, the Census Bureau, and various State agencies.*

- Public Assistance Recipients by Program
- Public Assistance Recipients by Program (CalWORKs), Characteristics of Recipients
- Occupations with the Greatest Absolute Job Growth
- Lower Living Standard Income Levels and Poverty Guidelines
- Planning Information for Local Workforce Investment Areas
- Profile of General Demographic Characteristics
- Explanation of Terms and Concepts
- Nondiscrimination Information

# Colusa County

Colusa County is located in the northern part of California's Central Valley, approximately thirty-five miles north of Sacramento. The county's 1,156 square miles encompass a variety of topography, including the Coastal and Sierra Mountain ranges which frame Colusa on two sides. Surrounding counties include Glenn County to the north, Yolo County to the south, Butte and Sutter counties to the east, and Lake County to the west.

Major transportation routes within the county include Interstate 5, a main north-south thoroughfare through the center of the county, and Highway 20, which runs east-west from the coast to the Sierra Nevada Mountains. Highway 45 also runs north-south and figures importantly in the county's transportation system. Major airline service from the Sacramento International Airport is available thirty miles south of Colusa County along Interstate 5.

Within the county, the Sacramento National Wildlife Refuge Complex protects more than 42,000 acres and provides resting places for thousands of birds migrating along the Pacific

Flyway. Five separate refuges are combined to make up this complex: Butte Sink, Colusa, Delevan, Sacramento, Sacramento River, and Sutter. Recreational activities in Colusa County include duck and goose hunting, which are permitted in late fall and early winter on parts of these refuges. Summer recreational activities are influenced by the county's proximity to the Sacramento River, which washes its eastern border.

Much of the land area in Colusa County is devoted to agriculture, which is the primary economic activity and a major source of employment. Rice, first grown in the county in 1912, has become the area's principal crop, making the county a state leader in rice production and advanced rice production technology. Other leading commodities include tomatoes, almonds, wheat, cattle and calves, walnuts, and dried plums. Row crops are produced throughout the county and much of the area's produce is exported. The agricultural sector in Colusa County continues to grow and diversify.

# Colusa County

## Population of the County and Selected Cities 1980, 1990, 2000, and 2001

| Political Subdivisions | 1980 (a)      | 1990 (b)      | 2000 (c)      | 2001 (d)      | Percent Change |              |
|------------------------|---------------|---------------|---------------|---------------|----------------|--------------|
|                        |               |               |               |               | 1990 to 2000   | 2000 to 2001 |
| <b>Total</b>           | <b>12,791</b> | <b>16,275</b> | <b>18,804</b> | <b>19,200</b> | <b>15.5%</b>   | <b>2.1%</b>  |
| Colusa                 | 4,075         | 4,934         | 5,402         | 5,500         | 9.5%           | 1.8%         |
| Williams               | 1,655         | 2,297         | 3,670         | 3,810         | 59.8%          | 3.8%         |
| Balance of County      | 7,061         | 9,044         | 9,732         | 9,900         | 7.6%           | 1.7%         |

(a) Census of Population, April 1, 1980.

(b) Census of Population, April 1, 1990.

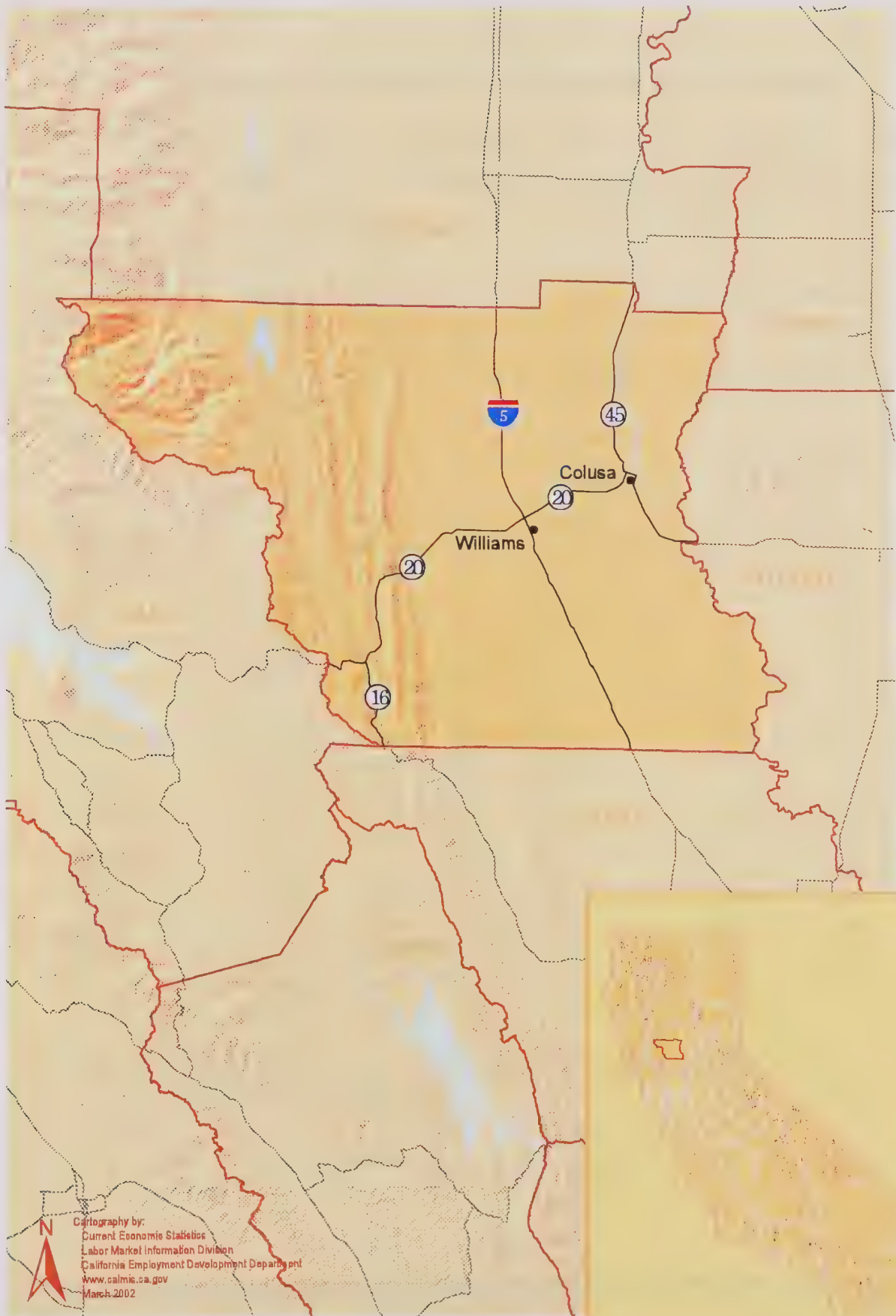
(c) Census of Population, April 1, 2000.

(d) California Department of Finance revised estimates for January 1, 2001.

Parts may not add to total due to independent rounding.



# Colusa County





## Population Estimates for California and Counties

|              | January    |            | Percent<br>Change |                 | January   |           | Percent<br>Change |
|--------------|------------|------------|-------------------|-----------------|-----------|-----------|-------------------|
|              | 2000       | 2001       |                   |                 | 2000      | 2001      |                   |
| California   | 34,207,000 | 34,818,000 | 1.8%              | Orange          | 2,867,700 | 2,925,700 | 2.0%              |
| Alameda      | 1,455,300  | 1,479,100  | 1.6%              | Placer          | 248,700   | 257,500   | 3.5%              |
| Alpine       | 1,200      | 1,220      | 1.7%              | Plumas          | 21,000    | 21,100    | 0.5%              |
| Amador       | 35,250     | 35,400     | 0.4%              | Riverside       | 1,557,800 | 1,609,400 | 3.3%              |
| Butte        | 204,600    | 205,800    | 0.6%              | Sacramento      | 1,230,700 | 1,258,600 | 2.3%              |
| Calaveras    | 40,950     | 41,100     | 0.4%              | San Benito      | 53,800    | 55,200    | 2.6%              |
| Colusa       | 19,050     | 19,200     | 0.8%              | San Bernardino  | 1,726,800 | 1,764,300 | 2.2%              |
| Contra Costa | 955,900    | 972,100    | 1.7%              | San Diego       | 2,835,400 | 2,883,600 | 1.7%              |
| Del Norte    | 28,050     | 28,100     | 0.2%              | San Francisco   | 781,900   | 793,700   | 1.5%              |
| El Dorado    | 157,200    | 159,700    | 1.6%              | San Joaquin     | 568,300   | 583,700   | 2.7%              |
| Fresno       | 810,300    | 823,900    | 1.7%              | San Luis Obispo | 248,200   | 252,100   | 1.6%              |
| Glenn        | 26,800     | 26,800     | 0.0%              | San Mateo       | 713,900   | 720,100   | 0.9%              |
| Humboldt     | 127,400    | 127,800    | 0.3%              | Santa Barbara   | 403,500   | 408,900   | 1.3%              |
| Imperial     | 146,600    | 150,900    | 2.9%              | Santa Clara     | 1,698,800 | 1,723,700 | 1.5%              |
| Inyo         | 18,250     | 18,150     | -0.5%             | Santa Cruz      | 258,000   | 259,800   | 0.7%              |
| Kern         | 671,300    | 685,800    | 2.2%              | Shasta          | 164,300   | 165,700   | 0.9%              |
| Kings        | 132,100    | 136,100    | 3.0%              | Sierra          | 3,580     | 3,560     | -0.6%             |
| Lake         | 58,700     | 59,300     | 1.0%              | Siskiyou        | 44,750    | 44,300    | -1.0%             |
| Lassen       | 34,850     | 35,900     | 3.0%              | Solano          | 396,900   | 403,400   | 1.6%              |
| Los Angeles  | 9,643,100  | 9,802,800  | 1.7%              | Sonoma          | 461,700   | 468,800   | 1.5%              |
| Madera       | 125,800    | 129,400    | 2.9%              | Stanislaus      | 451,000   | 459,900   | 2.0%              |
| Marin        | 248,700    | 250,400    | 0.7%              | Sutter          | 79,700    | 80,900    | 1.5%              |
| Mariposa     | 17,200     | 17,200     | 0.0%              | Tehama          | 56,400    | 56,800    | 0.7%              |
| Mendocino    | 87,100     | 87,300     | 0.2%              | Trinity         | 13,150    | 13,050    | -0.8%             |
| Merced       | 212,800    | 216,700    | 1.8%              | Tulare          | 373,100   | 377,500   | 1.2%              |
| Modoc        | 9,550      | 9,600      | 0.5%              | Tuolumne        | 54,800    | 55,200    | 0.7%              |
| Mono         | 12,950     | 13,350     | 3.1%              | Ventura         | 759,400   | 773,500   | 1.9%              |
| Monterey     | 405,200    | 410,800    | 1.4%              | Yolo            | 169,300   | 173,500   | 2.5%              |
| Napa         | 125,100    | 126,200    | 0.9%              | Yuba            | 60,900    | 60,800    | -0.2%             |
| Nevada       | 92,300     | 94,000     | 1.8%              |                 |           |           |                   |

SOURCE: State of California, Department of Finance, Population Estimates for California Cities and Counties.  
Report E-1. Sacramento, California, May 2001.

# O\*NET

## The Occupational Information Network

The *Occupational Information Network* (O\*NET) is the U.S. Department of Labor's recent replacement to the long-standing Dictionary of Occupational Titles (DOT). First released in 1998 and made available as an Internet application in 2001, O\*NET was created for the general public to provide broad access to occupational information.

The O\*NET system includes information on skills, abilities, knowledge, work activities, and interests associated with occupations. This information can be used to facilitate career exploration, vocational counseling, and a variety of human resources functions, such as developing job orders and position descriptions and aligning training with current workplace needs.

The gathering and classification of information was done with many different users in mind, including human resource personnel, industry analysts, students, rehabilitation counselors, workforce researchers, managers, displaced workers and more. Information in O\*NET is available for over 950 occupations. Each occupational title and code is based on the most current version of the Standard Occupational Classification system.

O\*NET OnLine offers users the chance to:

- Find occupations to explore, either by skill requirements or using key words
- Search for occupations that use their skills
- Look at related occupations with similar skills requirements
- View and print snapshot reports listing top tasks and skills requirements for an occupation
- View occupation details

- Use crosswalks to find occupations using titles from other classification systems
- Connect to other on-line career information resources to see current wage and outlook information
- Access comprehensive information on-line

The information currently available through O\*NET was developed by job analysts; however, workers and employers themselves, describing what they do and the necessary skills, will contribute to data and ratings beginning in the year 2003.

The U.S. Department of Labor's Employment and Training Administration looked to both public and private entities in the development of O\*NET. State-based Occupational Analysis Field Centers and Assessment Research and Development Program Centers provided regional support. Private sector firms are also assisting with the implementation of the project.

If it is to be current, comprehensive and inclusive, the O\*NET System will require a continuous process of database building. DOL welcomes the participation of employers or representatives of organizations that can contribute occupational information. The massive and growing O\*NET data collection and database will be maintained by the newly established National O\*NET Consortium.

For further information contact O\*NET:

O\*NET Project  
DOL Office of Policy and Research  
200 Constitution Ave., NW, MS N5637  
Washington, DC 20210  
(202) 693-3660

<http://www.doleta.gov/programs/onet/>



# Standard Occupational Classification (SOC)

The Standard Occupational Classification (SOC) 1998 System was developed in response to a growing need for a universal occupational classification system—a system which would allow government agencies and private industry to produce comparable data. The SOC system was designed to cover all occupations in which work is performed for pay or profit and will be used by all federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

## *General Characteristics of the Revised SOC*

This system classifies workers at four levels of aggregation:

- major group
- minor group
- broad occupation
- detailed occupation

All workers are classified into one of over 820 occupations, according to their occupational definition. To facilitate classification, all occupations are clustered into one of 23 major groups. Within these major groups, there are 96 minor groups, and 449 broad occupations. Each broad occupation includes detailed occupation(s) requiring similar job duties, skills, education, or experience.

The following example shows the hierarchical structure of the 1998 SOC:

19-0000 Life, physical, and social science occupations (*major group*)

19-000 Life scientists ( *minor group*)

19-1020 Biological scientists (*broad occupation*)

19-1021 Biochemists and biophysicists (*detailed occupation*)

19-1022 Microbiologists (*detailed occupation*)

19-1023 Zoologists and wildlife biologists (*detailed occupation*)

19-1029 Biological scientists, all other (*detailed occupation*)

Data collected by the 2000 Census of Population will be coded to the 1998 SOC; the Department of Labor's Occupational Information Network (O\*NET), adheres to the 1998 SOC. In fact, all federal government agencies that collect occupational data are expected to adopt the 1998 SOC over the next few years.

Additional information, updated revision plans, and information on the implementation of the 1998 SOC are available at the Bureau of Labor Statistics (BLS) Internet site:

<http://stats.bls.gov/soc>

# Job Services for Employers and Job Seekers

The Employment Development Department (EDD) is the largest source of personnel recruitment in California. There is no fee to employers or job seekers. Employers may wish to place a job order with EDD or ask about other available services. Job seekers may wish to complete an application to be matched against employer job orders or to request other assistance in finding a job or training.

The **EDD Job Service** is the public employment service for the State of California. From locations in over 200 communities, the EDD Job Service program serves the State's 900,000 employers and the one million or more job seekers who use the services each year.

The EDD Job Service is authorized by the federal Wagner-Peyser Act, as amended by the Workforce Investment Act of 1998. The EDD plans and delivers the services in California in partnership with other employment and training organizations in the One-Stop Career Centers created by the Workforce Investment Act of 1998. The EDD's Job Service offers a variety of services that bring employers with job openings and qualified job seekers together.

**CalJOBS** – California's Internet system for linking employer job listings and job seeker resumes. CalJOBS is available at EDD Job Service locations, One-Stop Career Centers, and anywhere there is Internet access.

Special features of CalJOBS include:

- No fees
- Wide variety of job listings and job seekers
- Easy access:

<http://www.caljobs.ca.gov>

**Employer Advisory Councils** work closely with Job Service to sponsor employer seminars, job fairs and other events which provide information and guidance for job seekers and local business.

## Additional Services to Job Seekers

- Job search workshops
- Referral to partner agencies that provide other employment related services, including training.

## Additional Services to Employers

- Reemployment services for dislocated workers.
- Current labor market information.
- Focused recruitment campaigns.
- Locally coordinated workforce preparation services.

If you are interested in any of the above services, or would like information about the location of the Job Service office nearest you, contact the call center listed below.

|             |              |
|-------------|--------------|
| Bay Area    | 415-749-7503 |
| Los Angeles | 213-833-7900 |
| Orange      | 714-518-2315 |
| Riverside   | 909-955-2200 |
| Sacramento  | 916-227-0301 |
| San Diego   | 619-266-4200 |

# California's Labor Market and Occupational Information is only a click away ...

Use your computer to view and/or download important economic data directly from us —  
**24 hours a day, seven days a week!**

<http://www.calmis.ca.gov>

## **Data available on-line:**

*Agriculture* Statewide and county employment and earnings data for selected crops and industries.

*Demographics* Statewide and county census data, population tables, income statistics, and data for nondiscrimination programs.

*Industry* Current and historical employment data, projections of employment, hours and earnings, and size of firm data.

*Labor Force* Monthly, historical, and annual average labor force data by county, MSA, and statewide; labor market conditions in California, and employment characteristics.

*Resources* Contact lists for area consultants, local partners for the California Cooperative Occupational Information System (CCOIS), publications available, and resources for additional data.

*Occupations* Projections of employment by occupation, the California License Handbook, the California Occupational Guides, the Occupational Guide Wage Supplement and the Occupational Outlook Reports.

## **Visit our interactive on-line sites:**

*Labor Market Information for Economic Development (LMI4ED)* Provides industry trends and occupational information in an interactive application. Users can search for data by county and industry or occupation, select individual items for display, and produce customized tables. LMI4ED is available at:

<http://www.lmi4ed.ca.gov>

*California Career & Training Information System (CaCTIS)* Provides job seekers and career development professionals easy access to occupational wages and outlook, training information and job openings. CaCTIS is available at:

<http://www.cactis.ca.gov>

**Publications and Information:** Publications Desk (916) 262-2162

**Internet Assistance:** (916) 262-2213 or (916) 262-2340



# Related Websites

## Local Government

CA local government agencies

[http://www.ceres.ca.gov/geo\\_area/counties](http://www.ceres.ca.gov/geo_area/counties)

Sacramento Area Commerce and Trade Organization

<http://www.sactoedc.org>

## State Government

California's Home Page — Links to all state government agencies

<http://www.ca.gov>

EDD Home Page

<http://www.edd.ca.gov>

California Career Resource Network (CalCRN) — CalCRN is an interagency committee created to promote the development and use of occupational and career information.

<http://www.soicc.ca.gov>

California Department of Finance (DOF) — DOF provides demographic information, population estimates, and cost of living information.

<http://www.dof.ca.gov>

California One-Stop Career Centers

<http://www.sjtcc.ca.gov/sjtccweb/one-stop>

California School To Career (STC) — School-to-Career is a method of teaching that prepares students for college and the job market by integrating academic studies with real world applications and work based learning experiences.

<http://www.stc.ca.gov>

California's Job Bank

<http://www.caljobs.ca.gov>

Department Of Industrial Relations (DIR) — Worker's Compensation, labor law, and statistics.

<http://www.dir.ca.gov>

## Federal Government

Federal Department of Labor, Bureau of Labor Statistics

<http://stats.bls.gov>

Bureau of the Census

<http://www.census.gov>

Library of Congress

<http://lcweb.loc.gov>

America's Job Bank

<http://www.ajb.dni.us>



# *Projections & Planning Information*

## **Module B:**

# **Labor Force**



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**Module B: Labor Force**

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# Labor Force

Labor force statistics are derived from the monthly Current Population Survey (CPS) conducted by the Bureau of Census for the Bureau of Labor Statistics (BLS). This monthly survey collects demographic data including employment and unemployment status for all states. The CPS sample consists of over 60,000 households nationwide with over 4,600 households in California. These data represent counts of individuals by place of residence rather than a count of jobs.

County-level labor force data, with the exception of Los Angeles county, are derived using a variety of information including CPS information, Wage and Salary Employment, and unemployment claims data for local areas.

*Civilian Labor Force* includes all non-institutional civilians, 16 years of age and older, who are working or looking for work: the sum of employed and unemployed.

*Civilian Employment* includes all individuals who are working, either for a wage or salary, self-employed, working at least one hour for pay or profit each week, or working at least 15 unpaid hours in a family business. Those who are on vacation, other kinds of leave, or involved in a labor dispute, are also counted as employed (whether or not they were paid for the time off).

*Civilian Unemployment* includes those individuals who are not working but are able, available and looking for work.

*Unemployment Rate* is the number of unemployed individuals expressed as a percentage of the civilian labor force.

## Suggestions for Users

Regular users of labor force data include grant writers, economic development professionals, government agencies and local social service agencies. This section also provides suggestions for the first time user, the job hunter and the occasional user.

- County labor force data are not seasonally adjusted. It is important to request "not seasonally

adjusted" labor force data for the state and the nation to make a valid comparison.

- The employment and unemployment figures tend to vary from month to month for many reasons. As a result, the annual average figures, over time, tend to be a better estimate of the labor force trends within the area.
- The unemployment rate may not reflect the economic conditions in all areas of the county. The labor market can vary greatly in different industries, in different occupations, and in different parts of the county.
- Month-to-month labor force data are a useful indicator of seasonal changes in an area, such as outdoor activities (i.e. construction), holiday hiring, school schedules and agricultural patterns.
- California labor force data for years prior to 1990 are not directly comparable with data for 1990 and later years due to the introduction of the 1990 Census population controls.

## Additional Sources of Information:

- Bureau of Labor Statistics, Occupational Outlook Handbook
- California Association for Local Economic Development (CALED)
- Local Chambers of Commerce
- Local Economic Development Organizations
- Newspapers

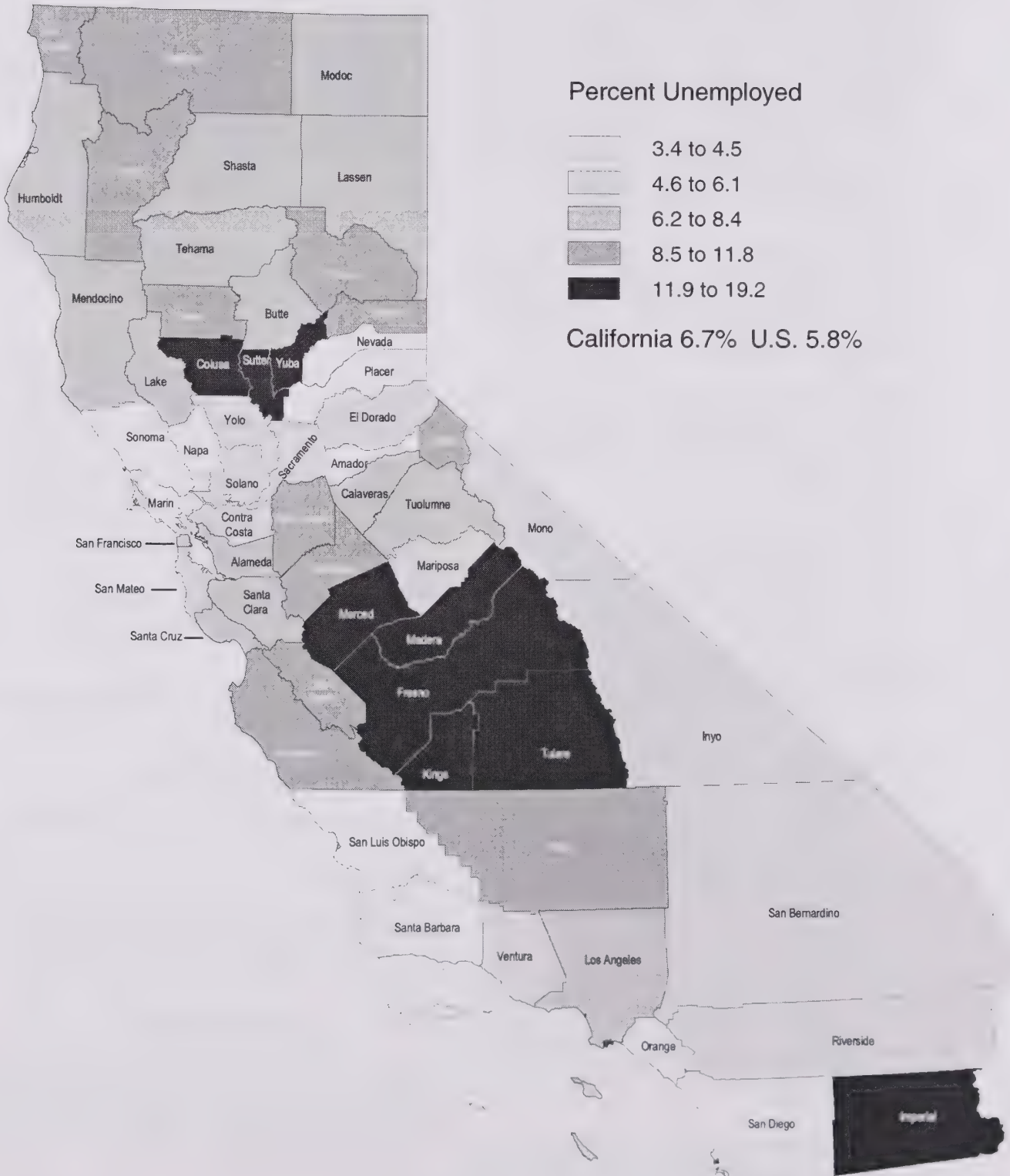
Electronic access to data is available through the Employment Development Department's Internet address at:

**[www.calmis.ca.gov](http://www.calmis.ca.gov)**

Please call **(916) 262-2162** for additional information or technical assistance, to obtain current monthly data, or contact information for local labor market consultants.

# County Unemployment Rates

2002 Annual Averages





**United States, California and Counties**  
**Unemployment Rates**  
2001, 2002 Annual Averages\*

|                   | 2001 | 2002 |                 | 2001 | 2002 |
|-------------------|------|------|-----------------|------|------|
| <b>U.S.</b>       | 4.7  | 5.8  |                 |      |      |
| <b>CALIFORNIA</b> | 5.4  | 6.7  |                 |      |      |
| Alameda           | 4.6  | 6.8  | Orange          | 3.0  | 4.1  |
| Alpine            | 9.6  | 9.8  | Placer          | 3.5  | 4.5  |
| Amador            | 3.9  | 4.4  | Plumas          | 8.5  | 9.0  |
| Butte             | 7.1  | 7.7  | Riverside       | 5.2  | 6.1  |
| Calaveras         | 6.0  | 7.0  | Sacramento      | 4.2  | 5.4  |
| Colusa            | 15.6 | 16.4 | San Benito      | 8.4  | 10.0 |
| Contra Costa      | 3.3  | 5.2  | San Bernardino  | 4.8  | 5.7  |
| Del Norte         | 8.8  | 9.3  | San Diego       | 3.2  | 4.3  |
| El Dorado         | 4.0  | 5.0  | San Francisco   | 5.2  | 7.3  |
| Fresno            | 13.8 | 14.4 | San Joaquin     | 8.8  | 10.1 |
| Glenn             | 9.6  | 10.2 | San Luis Obispo | 2.8  | 3.4  |
| Humboldt          | 6.0  | 6.5  | San Mateo       | 2.9  | 5.0  |
| Imperial          | 21.8 | 19.2 | Santa Barbara   | 3.5  | 4.2  |
| Inyo              | 4.9  | 5.9  | Santa Clara     | 4.6  | 8.4  |
| Kern              | 10.7 | 11.8 | Santa Cruz      | 6.2  | 8.0  |
| Kings             | 13.7 | 14.6 | Shasta          | 6.8  | 7.4  |
| Lake              | 7.3  | 8.4  | Sierra          | 9.7  | 11.4 |
| Lassen            | 6.7  | 6.7  | Siskiyou        | 9.4  | 9.8  |
| Los Angeles       | 5.7  | 6.8  | Solano          | 4.1  | 5.5  |
| Madera            | 12.2 | 12.7 | Sonoma          | 3.0  | 4.5  |
| Marin             | 2.5  | 3.9  | Stanislaus      | 10.3 | 11.4 |
| Mariposa          | 5.6  | 5.8  | Sutter          | 12.4 | 13.6 |
| Mendocino         | 6.7  | 7.2  | Tehama          | 6.4  | 6.8  |
| Merced            | 14.1 | 14.4 | Trinity         | 9.9  | 9.7  |
| Modoc             | 6.1  | 6.7  | Tulare          | 15.5 | 15.5 |
| Mono              | 5.3  | 5.6  | Tuolumne        | 5.6  | 6.4  |
| Monterey          | 9.4  | 10.5 | Ventura         | 4.6  | 5.4  |
| Napa              | 3.2  | 4.3  | Yolo            | 4.3  | 5.0  |
| Nevada            | 3.6  | 4.5  | Yuba            | 12.1 | 13.3 |

\*March 2002 Benchmark figures.

**Colusa County**  
**Civilian Labor Force, Employment and Unemployment**  
 (2002 Benchmark)  
 Annual Averages 1990–2002

|             | <b>Labor Force</b> | <b>Employment</b> | <b>Unemployment</b> | <b>Rate</b> |
|-------------|--------------------|-------------------|---------------------|-------------|
| <b>2002</b> | 8,870              | 7,240             | 1,630               | 18.4%       |
| <b>2001</b> | 8,670              | 7,150             | 1,520               | 17.5%       |
| <b>2000</b> | 8,740              | 7,200             | 1,540               | 17.6%       |
| <b>1999</b> | 8,790              | 7,390             | 1,400               | 15.9%       |
| <b>1998</b> | 8,890              | 7,100             | 1,790               | 20.1%       |
| <b>1997</b> | 9,140              | 7,440             | 1,700               | 18.6%       |
| <b>1996</b> | 8,600              | 6,920             | 1,680               | 19.5%       |
| <b>1995</b> | 8,630              | 6,920             | 1,710               | 19.8%       |
| <b>1994</b> | 8,280              | 6,720             | 1,560               | 18.8%       |
| <b>1993</b> | 8,490              | 6,670             | 1,820               | 21.4%       |
| <b>1992</b> | 8,250              | 6,480             | 1,770               | 21.5%       |
| <b>1991</b> | 8,090              | 6,650             | 1,440               | 17.8%       |
| <b>1990</b> | 8,030              | 6,890             | 1,140               | 14.2%       |

Notes:

- (1) The unemployment rate is calculated using unrounded data.
- (2) Due to the introduction of the 1990 census population figures, the data for years prior to 1990 are not comparable with data for 1990 and later years.

Effective with the release of January 2003 data in February 2003, labor force data for all areas have been revised back to January 2000. This revision is the result of incorporation of the 2000 Census population controls at the State level and changes in methodology. Therefore, data for years prior to 2000 are not comparable with data for 2000 and later years.

**Colusa County**  
**Civilian Labor Force, Employment and Unemployment**  
(2002 Benchmark)

|                     | <b>Labor Force</b> | <b>Employment</b> | <b>Unemployment</b> | <b>Rate</b> |
|---------------------|--------------------|-------------------|---------------------|-------------|
| <b>2002</b> January | 8,830              | 6,280             | 2,550               | 28.8%       |
| February            | 8,910              | 6,620             | 2,280               | 25.6%       |
| March               | 8,890              | 6,900             | 1,990               | 22.4%       |
| April               | 8,760              | 7,460             | 1,310               | 14.9%       |
| May                 | 8,760              | 7,530             | 1,220               | 13.9%       |
| June                | 8,800              | 7,490             | 1,300               | 14.8%       |
| July                | 8,790              | 7,580             | 1,210               | 13.8%       |
| August              | 8,910              | 7,880             | 1,040               | 11.7%       |
| September           | 9,030              | 8,080             | 940                 | 10.5%       |
| October             | 8,710              | 7,450             | 1,260               | 14.4%       |
| November            | 9,070              | 6,890             | 2,190               | 24.1%       |
| December            | 8,910              | 6,680             | 2,230               | 25.0%       |
| Annual Average      | 8,870              | 7,240             | 1,630               | 18.4%       |
| <b>2001</b> January | 8,650              | 6,160             | 2,480               | 28.7%       |
| February            | 8,520              | 6,160             | 2,360               | 27.7%       |
| March               | 8,720              | 6,570             | 2,150               | 24.7%       |
| April               | 8,780              | 7,430             | 1,350               | 15.4%       |
| May                 | 8,710              | 7,590             | 1,120               | 12.9%       |
| June                | 8,680              | 7,550             | 1,130               | 13.1%       |
| July                | 8,540              | 7,540             | 1,000               | 11.7%       |
| August              | 8,840              | 8,060             | 770                 | 8.7%        |
| September           | 8,740              | 7,970             | 780                 | 8.9%        |
| October             | 8,610              | 7,690             | 920                 | 10.7%       |
| November            | 8,620              | 6,620             | 2,000               | 23.2%       |
| December            | 8,640              | 6,450             | 2,190               | 25.4%       |
| Annual Average      | 8,670              | 7,150             | 1,520               | 17.5%       |
| <b>2000</b> January | 8,410              | 6,060             | 2,340               | 27.9%       |
| February            | 8,430              | 6,100             | 2,330               | 27.6%       |
| March               | 8,840              | 6,590             | 2,250               | 25.5%       |
| April               | 7,550              | 6,190             | 1,350               | 17.9%       |
| May                 | 8,810              | 7,710             | 1,100               | 12.5%       |
| June                | 9,200              | 7,980             | 1,220               | 13.2%       |
| July                | 9,130              | 7,970             | 1,160               | 12.7%       |
| August              | 9,550              | 8,640             | 920                 | 9.6%        |
| September           | 8,910              | 8,070             | 840                 | 9.4%        |
| October             | 8,960              | 7,890             | 1,070               | 11.9%       |
| November            | 8,630              | 6,770             | 1,860               | 21.5%       |
| December            | 8,560              | 6,470             | 2,090               | 24.4%       |
| Annual Average      | 8,740              | 7,200             | 1,540               | 17.6%       |



**Colusa County**  
**Civilian Labor Force, Employment and Unemployment**  
(2002 Benchmark)

|             |                |        |       |       |       |
|-------------|----------------|--------|-------|-------|-------|
| <b>1999</b> | January        | 8,830  | 6,360 | 2,470 | 28.0% |
|             | February       | 8,670  | 6,350 | 2,320 | 26.8% |
|             | March          | 9,060  | 6,940 | 2,120 | 23.4% |
|             | April          | 9,060  | 7,700 | 1,370 | 15.1% |
|             | May            | 9,210  | 8,140 | 1,070 | 11.6% |
|             | June           | 9,080  | 8,030 | 1,060 | 11.6% |
|             | July           | 8,980  | 8,040 | 940   | 10.4% |
|             | August         | 8,690  | 7,970 | 730   | 8.3%  |
|             | September      | 8,480  | 7,830 | 660   | 7.7%  |
|             | October        | 8,620  | 7,950 | 670   | 7.8%  |
|             | November       | 8,490  | 7,030 | 1,460 | 17.2% |
|             | December       | 8,220  | 6,330 | 1,890 | 23.0% |
|             | Annual Average | 8,790  | 7,390 | 1,400 | 15.9% |
| <b>1998</b> | January        | 8,520  | 5,540 | 2,980 | 35.0% |
|             | February       | 8,660  | 5,700 | 2,960 | 34.2% |
|             | March          | 8,850  | 6,320 | 2,530 | 28.6% |
|             | April          | 8,940  | 7,030 | 1,920 | 21.4% |
|             | May            | 9,230  | 7,950 | 1,280 | 13.8% |
|             | June           | 9,170  | 7,830 | 1,340 | 14.6% |
|             | July           | 9,230  | 7,930 | 1,300 | 14.1% |
|             | August         | 9,300  | 8,240 | 1,070 | 11.5% |
|             | September      | 9,060  | 8,060 | 1,010 | 11.1% |
|             | October        | 8,830  | 7,710 | 1,120 | 12.6% |
|             | November       | 8,620  | 6,890 | 1,730 | 20.0% |
|             | December       | 8,260  | 6,040 | 2,210 | 26.8% |
|             | Annual Average | 8,890  | 7,100 | 1,790 | 20.1% |
| <b>1997</b> | January        | 8,720  | 6,030 | 2,690 | 30.9% |
|             | February       | 8,870  | 6,300 | 2,570 | 29.0% |
|             | March          | 9,000  | 6,980 | 2,020 | 22.4% |
|             | April          | 9,380  | 7,980 | 1,410 | 15.0% |
|             | May            | 9,830  | 8,580 | 1,250 | 12.7% |
|             | June           | 10,060 | 8,770 | 1,290 | 12.8% |
|             | July           | 9,680  | 8,480 | 1,200 | 12.4% |
|             | August         | 9,100  | 8,110 | 990   | 10.9% |
|             | September      | 9,210  | 8,250 | 960   | 10.5% |
|             | October        | 8,860  | 7,340 | 1,510 | 17.1% |
|             | November       | 8,560  | 6,490 | 2,080 | 24.2% |
|             | December       | 8,440  | 5,940 | 2,500 | 29.6% |
|             | Annual Average | 9,140  | 7,440 | 1,700 | 18.6% |

**Colusa County**  
**Civilian Labor Force, Employment and Unemployment**  
(2002 Benchmark)

|             |                |       |       |       |       |
|-------------|----------------|-------|-------|-------|-------|
| <b>1996</b> | January        | 8,610 | 5,900 | 2,710 | 31.5% |
|             | February       | 8,560 | 5,950 | 2,620 | 30.6% |
|             | March          | 8,650 | 6,250 | 2,400 | 27.8% |
|             | April          | 8,650 | 7,230 | 1,420 | 16.4% |
|             | May            | 8,710 | 7,570 | 1,140 | 13.1% |
|             | June           | 8,800 | 7,590 | 1,210 | 13.7% |
|             | July           | 8,830 | 7,690 | 1,140 | 12.9% |
|             | August         | 8,460 | 7,490 | 970   | 11.5% |
|             | September      | 8,570 | 7,530 | 1,030 | 12.0% |
|             | October        | 8,590 | 7,260 | 1,320 | 15.4% |
|             | November       | 8,530 | 6,580 | 1,960 | 22.9% |
|             | December       | 8,300 | 6,050 | 2,250 | 27.1% |
|             | Annual Average | 8,600 | 6,920 | 1,680 | 19.5% |
| <b>1995</b> | January        | 8,430 | 5,650 | 2,780 | 33.0% |
|             | February       | 8,220 | 5,770 | 2,450 | 29.8% |
|             | March          | 8,420 | 6,010 | 2,410 | 28.6% |
|             | April          | 8,590 | 6,980 | 1,610 | 18.7% |
|             | May            | 8,680 | 7,460 | 1,220 | 14.0% |
|             | June           | 8,820 | 7,540 | 1,280 | 14.5% |
|             | July           | 8,730 | 7,480 | 1,250 | 14.3% |
|             | August         | 8,830 | 7,830 | 1,000 | 11.3% |
|             | September      | 8,490 | 7,470 | 1,020 | 12.0% |
|             | October        | 8,930 | 7,800 | 1,130 | 12.7% |
|             | November       | 8,980 | 6,880 | 2,100 | 23.4% |
|             | December       | 8,490 | 6,190 | 2,300 | 27.1% |
|             | Annual Average | 8,630 | 6,920 | 1,710 | 19.8% |
| <b>1994</b> | January        | 8,030 | 5,520 | 2,510 | 31.2% |
|             | February       | 8,130 | 5,680 | 2,450 | 30.1% |
|             | March          | 8,250 | 6,230 | 2,020 | 24.5% |
|             | April          | 8,340 | 7,130 | 1,210 | 14.5% |
|             | May            | 8,410 | 7,320 | 1,090 | 12.9% |
|             | June           | 8,490 | 7,380 | 1,110 | 13.0% |
|             | July           | 8,750 | 7,710 | 1,040 | 11.9% |
|             | August         | 8,520 | 7,520 | 1,000 | 11.7% |
|             | September      | 8,190 | 7,220 | 970   | 11.8% |
|             | October        | 7,840 | 6,720 | 1,120 | 14.3% |
|             | November       | 7,940 | 5,910 | 2,030 | 25.6% |
|             | December       | 8,430 | 6,250 | 2,180 | 25.9% |
|             | Annual Average | 8,280 | 6,720 | 1,560 | 18.8% |

**Colusa County**  
**Civilian Labor Force, Employment and Unemployment**  
(2002 Benchmark)

|             |                |       |       |       |       |
|-------------|----------------|-------|-------|-------|-------|
| <b>1993</b> | January        | 8,200 | 5,370 | 2,830 | 34.5% |
|             | February       | 8,210 | 5,450 | 2,760 | 33.6% |
|             | March          | 8,160 | 5,740 | 2,420 | 29.7% |
|             | April          | 8,270 | 6,630 | 1,640 | 19.8% |
|             | May            | 8,350 | 6,970 | 1,380 | 16.5% |
|             | June           | 8,650 | 7,090 | 1,560 | 18.1% |
|             | July           | 9,160 | 7,820 | 1,340 | 14.6% |
|             | August         | 8,890 | 7,670 | 1,220 | 13.7% |
|             | September      | 8,630 | 7,460 | 1,170 | 13.6% |
|             | October        | 8,470 | 7,100 | 1,370 | 16.1% |
|             | November       | 8,060 | 6,210 | 1,850 | 23.0% |
|             | December       | 8,870 | 6,540 | 2,330 | 26.2% |
|             | Annual Average | 8,490 | 6,670 | 1,820 | 21.4% |
| <b>1992</b> | January        | 7,570 | 5,280 | 2,290 | 30.2% |
|             | February       | 7,900 | 5,370 | 2,530 | 32.0% |
|             | March          | 7,980 | 5,620 | 2,360 | 29.5% |
|             | April          | 8,060 | 6,560 | 1,500 | 18.6% |
|             | May            | 8,110 | 6,850 | 1,260 | 15.5% |
|             | June           | 8,330 | 6,970 | 1,360 | 16.3% |
|             | July           | 8,840 | 7,690 | 1,150 | 13.0% |
|             | August         | 8,630 | 7,510 | 1,120 | 12.9% |
|             | September      | 8,560 | 7,300 | 1,260 | 14.7% |
|             | October        | 8,420 | 6,830 | 1,590 | 18.9% |
|             | November       | 8,300 | 6,080 | 2,220 | 26.7% |
|             | December       | 8,270 | 5,650 | 2,620 | 31.7% |
|             | Annual Average | 8,250 | 6,480 | 1,770 | 21.5% |
| <b>1991</b> | January        | 7,790 | 5,650 | 2,140 | 27.5% |
|             | February       | 7,680 | 5,710 | 1,970 | 25.6% |
|             | March          | 8,100 | 5,900 | 2,200 | 27.2% |
|             | April          | 8,330 | 6,780 | 1,550 | 18.6% |
|             | May            | 8,280 | 7,260 | 1,020 | 12.3% |
|             | June           | 8,250 | 7,190 | 1,060 | 12.9% |
|             | July           | 8,140 | 7,070 | 1,070 | 13.2% |
|             | August         | 8,260 | 7,510 | 750   | 9.0%  |
|             | September      | 8,220 | 7,390 | 830   | 10.1% |
|             | October        | 8,110 | 7,120 | 990   | 12.2% |
|             | November       | 8,130 | 6,390 | 1,740 | 21.4% |
|             | December       | 7,770 | 5,800 | 1,970 | 25.3% |
|             | Annual Average | 8,090 | 6,650 | 1,440 | 17.8% |

**Colusa County**  
**Civilian Labor Force, Employment and Unemployment**  
(2002 Benchmark)

|                     |       |       |       |       |
|---------------------|-------|-------|-------|-------|
| <b>1990</b> January | 7,150 | 5,630 | 1,520 | 21.3% |
| February            | 7,500 | 5,850 | 1,650 | 22.0% |
| March               | 7,680 | 6,180 | 1,500 | 19.6% |
| April               | 8,040 | 7,180 | 860   | 10.7% |
| May                 | 8,220 | 7,400 | 820   | 10.0% |
| June                | 8,470 | 7,600 | 870   | 10.2% |
| July                | 8,730 | 7,990 | 740   | 8.4%  |
| August              | 8,570 | 7,900 | 670   | 7.8%  |
| September           | 8,020 | 7,330 | 690   | 8.6%  |
| October             | 8,170 | 7,220 | 950   | 11.6% |
| November            | 8,130 | 6,430 | 1,700 | 20.9% |
| December            | 7,710 | 6,000 | 1,710 | 22.2% |
| Annual Average      | 8,030 | 6,890 | 1,140 | 14.2% |

Notes:

- (1) The unemployment rate is calculated using unrounded data.
- (2) Due to the introduction of the 1990 census population figures, the data for years prior to 1990 are not comparable with data for 1990 and later years.

Effective with the release of January 2003 data in February 2003, labor force data for all areas have been revised back to January 2000. This revision is the result of incorporation of the 2000 Census population controls at the State level and changes in methodology. Therefore, data for years prior to 2000 are not comparable with data for 2000 and later years.





# *Projections & Planning Information*

## **Module C:**

# **Wage & Salary Employment**



# **Projections and Planning Information**

## **2003 updates** **FOR** **Colusa County**

**Replace Module C: WAGE AND SALARY**

**All pages**

**EMPLOYMENT DEVELOPMENT DEPARTMENT**  
**LABOR MARKET INFORMATION DIVISION**

**For questions about this report, call (916) 262-2162.**







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# Wage and Salary Employment

Industry employment data reflect jobs by “place of work” and by broad industry categories. The data do not include the self-employed, unpaid family workers or private household employees. Jobs located in a county or Metropolitan Statistical Area (MSA) that pay wages and salaries are counted, although workers may live outside the area. Jobs are counted regardless of the number of hours worked. Individuals who hold more than one job may be counted more than once.

## Current Employment Statistics

These data are based on the Current Employment Statistics (CES) survey. The CES survey summarizes monthly employment, and hours and earnings data from a sample of California employers. This survey is also referred to as the establishment, or wage and salary employment survey. The estimates are revised in the following month as job information is received from additional employers. Final revisions to the statewide and local area data, referred to as “Benchmark data,” are made each March for the previous two years based on payroll tax reports submitted by California employers covered by the Unemployment Insurance program.

## Classification

Formerly, industry employment data were coded using the Standard Industrial Classification (SIC) system. In 1998, California began to transition from SIC to the new North American Industry Classification System (NAICS).

NAICS is the product of a cooperative effort on the part of the statistical agencies of the United States, Canada, and Mexico. It uses a production-oriented approach to categorize economic units. Units with similar production processes are classified in the same industry. NAICS focuses on how products and services are created, as opposed to SIC which focuses on what is produced. Using NAICS yields significantly different industry groupings than those produced using SIC. Due to these differences, NAICS data will not be directly comparable to the SIC-based data for earlier years.

Many programs within EDD produce or use data by industry, but some of these programs have not

yet transitioned from SIC to NAICS. For example, while the official estimates of employment by industry (also known as the Current Employment Statistics or CES program) began publishing data by NAICS with the release of Benchmark and monthly average data in February of 2003, the projections of employment by industry and occupation will not incorporate NAICS codes until the release of the 2002–2012 data (anticipated release in late 2003 or early 2004).

## Annual Average Data

Annual average data are derived by adding up the monthly data for each industry and dividing by twelve to determine an actual annual average. These annual average data may reflect major business openings, expansions, and closings. Or, these data may reflect trends affecting an entire industry such as economic conditions, structural and technological changes.

## Users of Wage and Salary Data

Economic developers, firms considering relocation, government agencies, grant writers, universities and anyone preparing reports on employment use wage and salary employment information to identify local industry trends. People looking for work and those counseling or placing others may learn about prospects for employment in various industries. Anyone seeking background information may use the wage and salary industry employment tables to look at the county's economy as a whole; at one industry; and/or at related industries for a firm's suppliers or for potential markets.

## Points to Consider

Monthly job estimates are not adjusted for seasonal changes in employment. It is important to keep in mind that month-to-month changes may be due to regular seasonal patterns in an industry. For instance, during the holiday shopping season, retail jobs increase and during the summer, there are more workers in the construction industry. On the other hand, changes may reflect new businesses, expansions, or closings. Comparison of monthly changes for the same period in prior years will provide a better understanding of whether the change is seasonal or atypical.



Monthly fluctuations in wage and salary employment are an essential part of the changes that occur in the dynamic economy of a county or region. It is important to study wage and salary employment data over time to evaluate the strength of the local economy.

Wage and salary employment data identify which industries have the largest number of jobs. However, an industry with a large number of workers may not necessarily be expanding; it may even be downsizing, while new and expanding industries may not have large numbers of existing jobs but are a good source for new job opportunities.

Annual average data, over time, tend to be a better indicator of employment trends for the various industries in an area.

#### **Additional Sources of Information**

You may consult the labor force and industry and occupational projections modules of this report for more information on economic conditions in the county. Or, you may speak with the Labor Market Information Division's (LMID) area consultants located throughout the state who are knowledgeable about the economic activities within their local areas. Other sources of information include:

- U. S. Bureau of Labor Statistics
- Local Chambers of Commerce
- Local Economic Development Organizations
- Local Newspapers
- Universities and Colleges

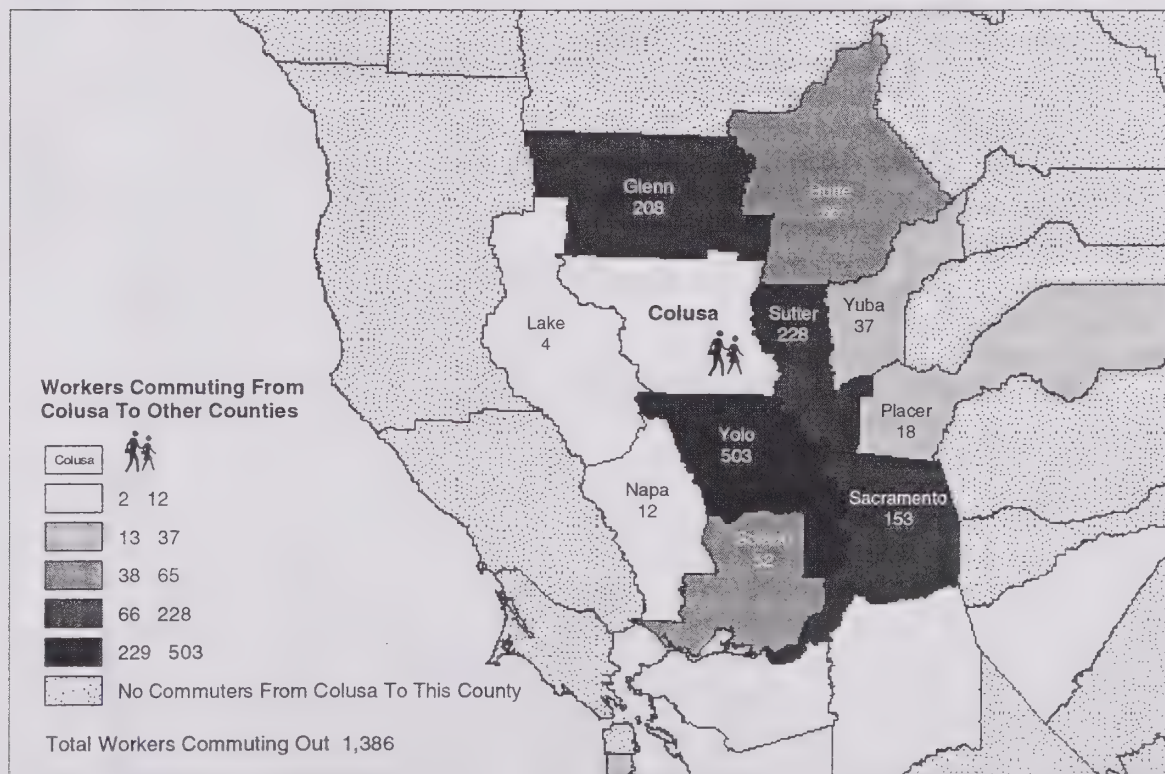
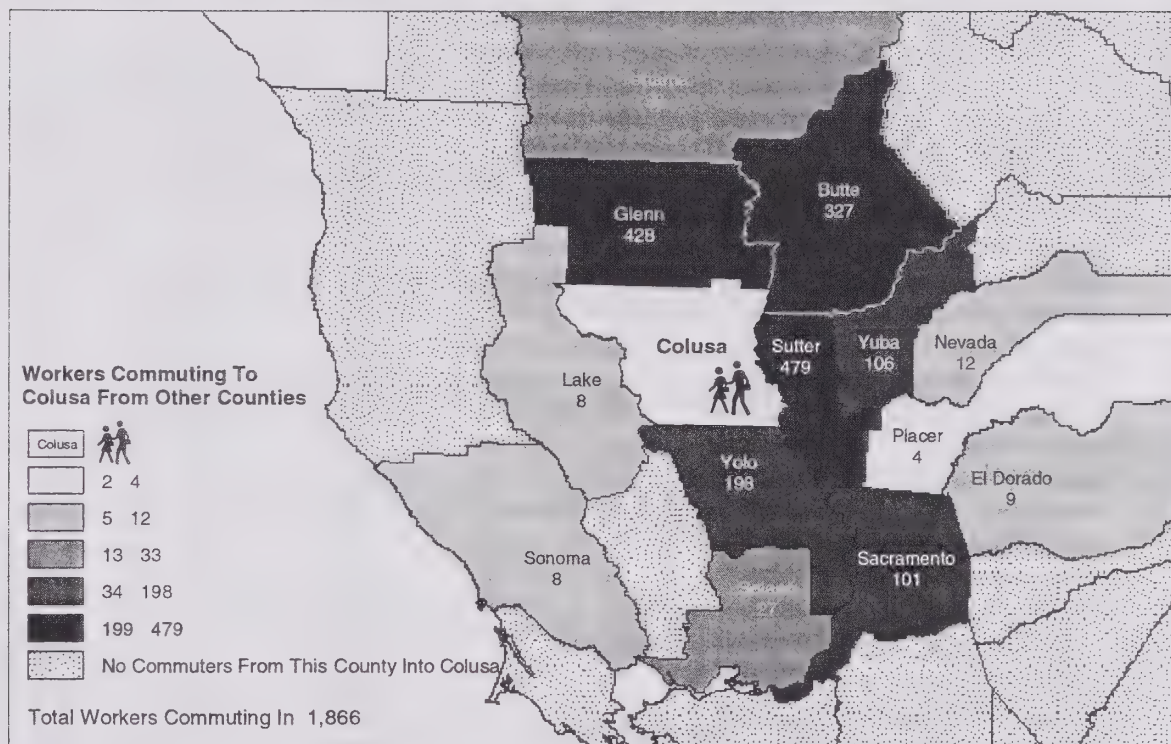
#### **Automated Access**

Access to current data is available through the Employment Development Department's Internet address at:

**[www.calmis.ca.gov](http://www.calmis.ca.gov)**

For technical assistance or additional information about the Employment Development Department's website, please call (916) 262-2162. To obtain contact information for local labor market consultants or to obtain current monthly data, customers may also call (916) 262-2162, or FAX (916) 262-2443.

# Commuter Maps



Total Workers That Live And Work In Colusa 5,666

**Colusa County**  
**Wage and Salary Employment by Industry**  
(Data Not Seasonally Adjusted)  
2000–2002 Annual Averages\*

| Industry Title                               | 2000  | 2001  | 2002  |
|--|-------|-------|-------|
| Total Wage and Salary                        | 7,600 | 7,330 | 7,370 |
| Total Farm                                   | 2,560 | 2,100 | 2,160 |
| Total Nonfarm                                | 5,040 | 5,220 | 5,200 |
| Total Private                                | 3,270 | 3,450 | 3,260 |
| Goods Producing                              | 970   | 910   | 880   |
| Natural Resources, Mining and Construction   | 100   | 100   | 90    |
| Manufacturing                                | 870   | 810   | 790   |
| Durable Goods                                | 230   | 220   | 220   |
| Nondurable Goods                             | 650   | 590   | 570   |
| Service Providing                            | 4,070 | 4,320 | 4,330 |
| Trade, Transportation and Utilities          | 1,060 | 1,120 | 1,040 |
| Wholesale Trade                              | 320   | 340   | 270   |
| Retail Trade                                 | 520   | 570   | 550   |
| Food and Beverage Stores                     | 150   | 150   | 150   |
| Residual-Miscellaneous Store Retailers       | 370   | 410   | 410   |
| Transportation, Warehousing and Utilities    | 220   | 210   | 210   |
| Financial Activities                         | 180   | 170   | 170   |
| Educational and Health Services              | 270   | 340   | 370   |
| Leisure and Hospitality                      | 590   | 600   | 580   |
| Food Services and Drinking Places            | 480   | 500   | 480   |
| Residual-Arts, Entertainment, and Recreation | 110   | 100   | 100   |
| Residual-Other Services                      | 200   | 310   | 220   |
| Government                                   | 1,770 | 1,770 | 1,950 |
| Federal Government                           | 90    | 80    | 80    |
| State and Local Government                   | 1,680 | 1,690 | 1,860 |
| State Government                             | 80    | 80    | 80    |
| Local Government                             | 1,600 | 1,610 | 1,780 |

\*March 2002 Benchmark figures.



**Colusa County**  
**Wage and Salary Employment by Industry**  
(Data Not Seasonally Adjusted)  
Monthly January–December 2000\*

| Industry Title                               | Jan   | Feb   | Mar   | Apr   | May   | Jun   | Jul   | Aug   | Sep   | Oct   | Nov   | Dec   | Avg   |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Total Wage and Salary                        | 6,140 | 6,160 | 6,790 | 8,000 | 8,210 | 8,390 | 8,400 | 8,880 | 8,480 | 8,110 | 7,050 | 6,630 | 7,600 |
| Total Farm                                   | 1,320 | 1,400 | 1,940 | 3,190 | 3,280 | 3,360 | 3,430 | 3,290 | 2,880 | 2,800 | 2,130 | 1,730 | 2,560 |
| Total Nonfarm                                | 4,820 | 4,760 | 4,850 | 4,810 | 4,930 | 5,030 | 4,970 | 5,590 | 5,600 | 5,310 | 4,920 | 4,900 | 5,040 |
| Total Private                                | 3,040 | 3,010 | 3,070 | 3,050 | 3,120 | 3,170 | 3,360 | 3,870 | 3,800 | 3,530 | 3,150 | 3,100 | 3,270 |
| Goods Producing                              | 750   | 780   | 790   | 830   | 820   | 850   | 1,140 | 1,490 | 1,390 | 1,200 | 830   | 790   | 970   |
| Natural Resources, Mining and Construction   | 100   | 120   | 130   | 90    | 90    | 90    | 100   | 100   | 90    | 90    | 90    | 90    | 100   |
| Manufacturing                                | 650   | 660   | 660   | 740   | 730   | 760   | 1,040 | 1,390 | 1,300 | 1,110 | 740   | 700   | 870   |
| Durable Goods                                | 200   | 190   | 210   | 220   | 220   | 220   | 240   | 240   | 250   | 260   | 260   | 230   | 230   |
| Nondurable Goods                             | 450   | 470   | 450   | 520   | 510   | 540   | 800   | 1,150 | 1,050 | 850   | 480   | 470   | 650   |
| Service Providing                            | 4,070 | 3,980 | 4,060 | 3,980 | 4,110 | 4,180 | 3,830 | 4,100 | 4,210 | 4,110 | 4,090 | 4,110 | 4,070 |
| Trade, Transportation and Utilities          | 1,030 | 990   | 1,010 | 1,040 | 1,070 | 1,070 | 1,060 | 1,120 | 1,130 | 1,090 | 1,060 | 1,050 | 1,060 |
| Wholesale Trade                              | 280   | 280   | 290   | 340   | 340   | 340   | 350   | 330   | 340   | 330   | 320   | 310   | 320   |
| Retail Trade                                 | 550   | 520   | 520   | 500   | 530   | 520   | 470   | 530   | 520   | 510   | 530   | 540   | 520   |
| Food and Beverage Stores                     | 150   | 150   | 150   | 150   | 150   | 160   | 150   | 160   | 160   | 150   | 150   | 150   | 150   |
| Residual-Miscellaneous Store Retailers       | 400   | 370   | 370   | 350   | 380   | 360   | 320   | 370   | 360   | 360   | 380   | 390   | 370   |
| Transportation, Warehousing and Utilities    | 200   | 190   | 200   | 200   | 200   | 210   | 240   | 260   | 270   | 250   | 210   | 200   | 220   |
| Financial Activities                         | 170   | 170   | 170   | 180   | 170   | 180   | 180   | 190   | 180   | 170   | 170   | 180   | 180   |
| Educational and Health Services              | 290   | 290   | 290   | 260   | 280   | 270   | 240   | 260   | 260   | 270   | 270   | 280   | 270   |
| Leisure and Hospitality                      | 610   | 590   | 600   | 540   | 570   | 580   | 550   | 610   | 630   | 610   | 600   | 580   | 590   |
| Food Services and Drinking Places            | 500   | 490   | 500   | 440   | 460   | 470   | 440   | 490   | 520   | 490   | 490   | 470   | 480   |
| Residual-Arts, Entertainment, and Recreation | 110   | 100   | 100   | 100   | 110   | 110   | 120   | 120   | 110   | 120   | 110   | 110   | 110   |
| Residual-Other Services                      | 190   | 190   | 210   | 200   | 210   | 220   | 190   | 200   | 210   | 190   | 220   | 220   | 200   |
| Government                                   | 1,780 | 1,750 | 1,780 | 1,760 | 1,810 | 1,860 | 1,610 | 1,720 | 1,800 | 1,780 | 1,770 | 1,800 | 1,770 |
| Federal Government                           | 70    | 70    | 80    | 80    | 120   | 130   | 100   | 110   | 90    | 80    | 70    | 70    | 90    |
| State and Local Government                   | 1,710 | 1,680 | 1,700 | 1,680 | 1,690 | 1,730 | 1,510 | 1,610 | 1,710 | 1,700 | 1,700 | 1,730 | 1,680 |
| State Government                             | 80    | 90    | 80    | 70    | 80    | 80    | 90    | 90    | 90    | 90    | 80    | 90    | 80    |
| Local Government                             | 1,630 | 1,590 | 1,620 | 1,610 | 1,610 | 1,650 | 1,420 | 1,520 | 1,620 | 1,610 | 1,620 | 1,640 | 1,600 |

\*March 2002 Benchmark figures.



**Colusa County**  
**Wage and Salary Employment by Industry**  
(Data Not Seasonally Adjusted)  
Monthly January–December 2001\*

| Industry Title                               | Jan   | Feb   | Mar   | Apr   | May   | Jun   | Jul   | Aug   | Sep   | Oct   | Nov   | Dec   | Avg   |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Total Wage and Salary                        | 6,200 | 6,260 | 6,720 | 7,750 | 7,910 | 7,890 | 7,710 | 8,230 | 8,170 | 7,860 | 6,700 | 6,530 | 7,330 |
| Total Farm                                   | 1,280 | 1,420 | 1,790 | 2,720 | 2,820 | 2,670 | 2,450 | 2,440 | 2,370 | 2,300 | 1,570 | 1,420 | 2,100 |
| Total Nonfarm                                | 4,920 | 4,840 | 4,930 | 5,030 | 5,090 | 5,220 | 5,260 | 5,790 | 5,800 | 5,560 | 5,130 | 5,110 | 5,220 |
| Total Private                                | 3,100 | 3,090 | 3,150 | 3,240 | 3,300 | 3,390 | 3,640 | 4,110 | 4,070 | 3,760 | 3,320 | 3,270 | 3,450 |
| Goods Producing                              | 730   | 730   | 720   | 750   | 770   | 800   | 1,050 | 1,340 | 1,350 | 1,120 | 770   | 760   | 910   |
| Natural Resources, Mining and Construction   | 90    | 80    | 90    | 100   | 110   | 110   | 100   | 110   | 110   | 100   | 90    | 110   | 100   |
| Manufacturing                                | 640   | 650   | 630   | 650   | 660   | 690   | 950   | 1,230 | 1,240 | 1,020 | 680   | 650   | 810   |
| Durable Goods                                | 200   | 210   | 200   | 220   | 220   | 220   | 250   | 260   | 260   | 210   | 200   | 190   | 220   |
| Nondurable Goods                             | 440   | 440   | 430   | 430   | 440   | 470   | 700   | 970   | 980   | 810   | 480   | 460   | 590   |
| Service Providing                            | 4,190 | 4,110 | 4,210 | 4,280 | 4,320 | 4,420 | 4,210 | 4,450 | 4,450 | 4,440 | 4,360 | 4,350 | 4,320 |
| Trade, Transportation and Utilities          | 1,030 | 1,030 | 1,060 | 1,110 | 1,130 | 1,150 | 1,140 | 1,220 | 1,200 | 1,140 | 1,100 | 1,080 | 1,120 |
| Wholesale Trade                              | 300   | 290   | 310   | 350   | 360   | 360   | 330   | 380   | 340   | 360   | 340   | 320   | 340   |
| Retail Trade                                 | 540   | 550   | 560   | 560   | 580   | 590   | 570   | 570   | 590   | 550   | 550   | 570   | 570   |
| Food and Beverage Stores                     | 140   | 150   | 150   | 150   | 150   | 160   | 150   | 150   | 160   | 150   | 150   | 160   | 150   |
| Residual-Miscellaneous Store Retailers       | 400   | 400   | 410   | 410   | 430   | 430   | 420   | 420   | 430   | 400   | 400   | 410   | 410   |
| Transportation, Warehousing and Utilities    | 190   | 190   | 190   | 200   | 190   | 200   | 240   | 270   | 270   | 230   | 210   | 190   | 210   |
| Financial Activities                         | 170   | 160   | 160   | 170   | 170   | 170   | 170   | 170   | 170   | 190   | 180   | 190   | 170   |
| Educational and Health Services              | 330   | 340   | 330   | 340   | 330   | 340   | 340   | 340   | 360   | 340   | 350   | 340   | 340   |
| Leisure and Hospitality                      | 560   | 550   | 560   | 590   | 590   | 600   | 620   | 660   | 620   | 630   | 630   | 630   | 600   |
| Food Services and Drinking Places            | 460   | 460   | 470   | 490   | 490   | 500   | 520   | 530   | 520   | 530   | 530   | 520   | 500   |
| Residual-Arts, Entertainment, and Recreation | 100   | 90    | 90    | 100   | 100   | 100   | 100   | 130   | 100   | 100   | 100   | 110   | 100   |
| Residual-Other Services                      | 280   | 280   | 320   | 280   | 310   | 330   | 320   | 380   | 370   | 340   | 290   | 270   | 310   |
| Government                                   | 1,820 | 1,750 | 1,780 | 1,790 | 1,790 | 1,830 | 1,620 | 1,680 | 1,730 | 1,800 | 1,810 | 1,840 | 1,770 |
| Federal Government                           | 70    | 70    | 70    | 70    | 70    | 90    | 90    | 90    | 90    | 90    | 90    | 80    | 80    |
| State and Local Government                   | 1,750 | 1,680 | 1,710 | 1,720 | 1,720 | 1,740 | 1,530 | 1,590 | 1,640 | 1,710 | 1,720 | 1,760 | 1,690 |
| State Government                             | 80    | 80    | 70    | 70    | 70    | 70    | 80    | 80    | 70    | 70    | 80    | 80    | 80    |
| Local Government                             | 1,670 | 1,600 | 1,640 | 1,650 | 1,650 | 1,670 | 1,450 | 1,510 | 1,570 | 1,640 | 1,640 | 1,680 | 1,610 |

\*March 2002 Benchmark figures.

**Colusa County**  
**Wage and Salary Employment by Industry**  
(Data Not Seasonally Adjusted)  
Monthly January–December 2002\*

| Industry Title                               | Jan   | Feb   | Mar   | Apr   | May   | Jun   | Jul   | Aug   | Sep   | Oct   | Nov   | Dec   | Avg   |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Total Wage and Salary                        | 6,240 | 6,660 | 6,970 | 7,690 | 7,780 | 7,770 | 7,690 | 7,970 | 8,270 | 7,630 | 6,980 | 6,750 | 7,370 |
| Total Farm                                   | 1,270 | 1,670 | 1,920 | 2,580 | 2,600 | 2,610 | 2,460 | 2,380 | 2,530 | 2,430 | 1,860 | 1,640 | 2,160 |
| Total Nonfarm                                | 4,970 | 4,990 | 5,050 | 5,110 | 5,180 | 5,160 | 5,230 | 5,590 | 5,740 | 5,200 | 5,120 | 5,110 | 5,200 |
| Total Private                                | 3,000 | 3,030 | 3,080 | 3,140 | 3,190 | 3,180 | 3,450 | 3,780 | 3,820 | 3,190 | 3,120 | 3,120 | 3,260 |
| Goods Producing                              | 770   | 750   | 740   | 780   | 780   | 780   | 1,010 | 1,260 | 1,320 | 780   | 760   | 780   | 880   |
| Natural Resources, Mining and Construction   | 100   | 90    | 110   | 110   | 100   | 110   | 90    | 80    | 70    | 70    | 70    | 70    | 90    |
| Manufacturing                                | 670   | 660   | 630   | 670   | 680   | 670   | 920   | 1,180 | 1,250 | 710   | 690   | 710   | 790   |
| Durable Goods                                | 220   | 200   | 180   | 210   | 220   | 210   | 240   | 240   | 230   | 230   | 230   | 240   | 220   |
| Nondurable Goods                             | 450   | 460   | 450   | 460   | 460   | 460   | 680   | 940   | 1,020 | 480   | 460   | 470   | 570   |
| Service Providing                            | 4,200 | 4,240 | 4,310 | 4,330 | 4,400 | 4,380 | 4,220 | 4,330 | 4,420 | 4,420 | 4,360 | 4,330 | 4,330 |
| Trade, Transportation and Utilities          | 1,000 | 1,020 | 1,050 | 1,030 | 1,030 | 1,040 | 1,060 | 1,070 | 1,080 | 1,040 | 1,020 | 1,010 | 1,040 |
| Wholesale Trade                              | 290   | 310   | 310   | 280   | 270   | 270   | 270   | 270   | 270   | 250   | 230   | 240   | 270   |
| Retail Trade                                 | 530   | 530   | 540   | 550   | 560   | 570   | 560   | 550   | 550   | 560   | 560   | 570   | 560   |
| Food and Beverage Stores                     | 140   | 150   | 150   | 140   | 140   | 150   | 140   | 140   | 150   | 150   | 150   | 150   | 150   |
| Residual-Miscellaneous Store Retailers       | 390   | 380   | 390   | 410   | 420   | 420   | 420   | 410   | 400   | 410   | 410   | 420   | 410   |
| Transportation, Warehousing and Utilities    | 180   | 180   | 200   | 200   | 200   | 200   | 230   | 250   | 260   | 230   | 230   | 200   | 210   |
| Financial Activities                         | 170   | 170   | 170   | 170   | 180   | 180   | 170   | 170   | 170   | 170   | 160   | 160   | 170   |
| Educational and Health Services              | 340   | 340   | 340   | 360   | 380   | 360   | 380   | 380   | 400   | 400   | 400   | 400   | 370   |
| Leisure and Hospitality                      | 560   | 570   | 560   | 580   | 600   | 600   | 600   | 620   | 580   | 570   | 550   | 550   | 580   |
| Food Services and Drinking Places            | 460   | 480   | 470   | 490   | 500   | 500   | 500   | 510   | 480   | 470   | 460   | 450   | 480   |
| Residual-Arts, Entertainment, and Recreation | 100   | 90    | 90    | 90    | 100   | 100   | 100   | 110   | 100   | 100   | 90    | 100   | 100   |
| Residual-Other Services                      | 160   | 180   | 220   | 220   | 220   | 220   | 230   | 280   | 270   | 230   | 230   | 220   | 220   |
| Government                                   | 1,970 | 1,960 | 1,970 | 1,970 | 1,990 | 1,980 | 1,780 | 1,810 | 1,920 | 2,010 | 2,000 | 1,990 | 1,950 |
| Federal Government                           | 80    | 70    | 70    | 70    | 80    | 100   | 100   | 100   | 90    | 80    | 70    | 70    | 80    |
| State and Local Government                   | 1,890 | 1,890 | 1,900 | 1,900 | 1,910 | 1,880 | 1,680 | 1,710 | 1,830 | 1,930 | 1,930 | 1,920 | 1,860 |
| State Government                             | 80    | 80    | 80    | 80    | 80    | 90    | 90    | 90    | 90    | 90    | 90    | 70    | 80    |
| Local Government                             | 1,810 | 1,810 | 1,820 | 1,820 | 1,830 | 1,790 | 1,590 | 1,620 | 1,740 | 1,840 | 1,840 | 1,850 | 1,780 |

\*March 2002 Benchmark figures.



# *Projections & Planning Information*

## **Module D:**

# **Projections**





# **PROJECTIONS AND PLANNING INFORMATION**

## **2001 UPDATES FOR COLUSA COUNTY**

**Replace Module D: PROJECTIONS**

**EMPLOYMENT DEVELOPMENT DEPARTMENT  
LABOR MARKET INFORMATION DIVISION**

For questions about this report, call (916) 262-2625



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# INTRODUCTION

## to Industry and Occupational Projections

### Using Projections Data

The projections contained in these tables provide information for estimating job opportunities, developing training programs, and gaining an insight into future employment trends. However, before reaching any final conclusions, the user should consider the following:

**Remember that these data are estimates.** They were developed based on the assumption that historical trends will continue into the future. However, events may occur during the seven-year projection period that are impossible to predict. Events such as military base closures, major business closures or openings and natural disasters can all have a major impact on employment levels.

**Do not use these projections as your sole source of information.** Use other, more recent sources of local economic data to corroborate the projection data. This information may be found in other documents such as those published by the Employment Development Department's Labor Market Information Division, local chambers of commerce, or local economic development agencies.

**Projections employment data are annual averages.** These averages may not accurately portray seasonal occupations or industries such as those found in agriculture, retail sales, recreation, and construction.

**Employment levels stated reflect workers who are covered by the Unemployment Insurance program.** As a result, industries that are made up largely of individuals who are

self-employed will be understated. Examples include industries such as real estate, hair salons, and bookkeeping. Occupations such as dental hygienists and consultants will also show an understated level of employment.

### Industry Projections

Projections by industry forecast the anticipated changes within an industry over time. Forecasts for each county are based on the county's past employment trends and are refined by a review of current economic developments within the local community. The effect of State-level economic trends are also considered.

Industry employment projections utilize industry employment data from both the Current Employment Statistics (CES) program, and the Employment Payroll (ES202) program. There is a certain amount of error built into both systems. These errors may include employers classified in the wrong industry, incorrect employment levels reported by the employer and employment reported in the wrong county.

If an industry shows a decrease in future employment, it may be that only one or two industry components are experiencing the decline and other components are still expected to hire new workers. It is best to investigate all sectors of the industry. For example, retail trade has several components: building materials and garden supplies; general merchandise stores; food stores, automotive dealers and service stations; and apparel and accessory stores, to name a few.

Geographical differences account for differing employment opportunities. If an individual is considering relocating from one area of the state to another, the size of the industry and its expected growth level need to be kept in mind. Small rural counties will not have the same employment possibilities as do the larger metropolitan areas.

#### Knowing Future Industry Trends:

- ✓ helps economic development professionals foster compatible growth and promote the county's strengths,
- ✓ helps local government agencies, non-profit agencies, researchers and other interested parties formulate plans and proposals,
- ✓ helps people looking for work and those doing counseling and/or job placement to learn about employment opportunities in various industries.

### **Occupational Projections**

Projections by occupation estimate the changes in occupational employment over time resulting from two principal causes - growth and technology. Changes in the number, size and type of employers within a given geographical area will affect the demand for certain occupations. Also, technological advances or changes in laws or regulations may affect the occupational mix.

County occupational projections are prepared for all but the smaller counties which are grouped together to produce projections at the multicounty level.

General changes in the work place affect some occupations. Jobs may be created, eliminated or consolidated because of restructuring or regulations affecting the requirements for the job. For example, personal computers and word processing programs eliminated many typist jobs, but created a need for word processors.

An occupational title does not give details about the occupation. An individual starting a career search may want to look at the various occupations in this module, choose any that are of interest and then do further research on the occupation or occupations of choice.

There are other sources of information (listed below) about specific occupations and the details, such as skills and educational requirements, hourly earnings, benefits, working conditions and advancement opportunities.

Industry staffing patterns used for the projections process are developed from the annual OES Survey of employers. The survey utilizes a sample of the entire universe of Unemployment Insurance (UI) covered employers. Because it is a survey, it is important that the following points be considered:

- ✓ There is inherent statistical error as a result of both the sampling process and the level of employer response to the survey mailings.
- ✓ The OES staffing patterns may contain errors because of the problems employers may have in completing the survey. These errors typically include misunderstanding of survey instructions, misinterpretation of occupational definitions and/or titles contained on the forms, and clerical errors in filling out the forms.
- ✓ The employer's response to the survey may reflect conditions that are atypical. The employer may be experiencing a temporary shutdown, seasonal high or low employment, or a temporary increase in demand for his/her product or service.

Occupational projections data indicate the major local occupations and which occupations are likely to offer the greatest number of job opportunities. When possible, the user should focus on larger groups rather than specific occupations. Some occupations may not appear in published tables because of the



very small number of people employed in that area or because of confidentiality concerns.

Although an occupation may be stable and is not expected to grow, it does not mean that there are no opportunities for employment. All occupations have turnover opportunities - individuals change or leave their jobs permanently for varying reasons. High turnover, especially in occupations that require lower-skill levels, would mean that there are frequent openings even though there is little or no growth.

The occupational projections data are prepared for employment and training planners, vocational educators, and others who need information on future employment by occupation. The outlook information can be used in making occupational training decisions and career choices. Employers considering expansion or relocation may find the data helpful in understanding the occupational composition and trends in a county or geographic region.

### **Additional Sources of Information**

For additional information on economic conditions in a particular county, you may contact the Labor Market Information Division's area consultants who are located in the community and are knowledgeable about the economic activities within the counties that they serve, and the local One Stop locations where additional publications on labor market information may be obtained. Other sources of information include:

- Wage And Salary Employment by Industry
- Bureau of Labor Statistics, Occupational Outlook Handbook
- California Occupational Guides
- Bureau of Labor Statistics, Dictionary of Occupational Titles

- California Association for Local Economic Development (CALED)
- Local Chambers of Commerce
- Local Economic Development Organizations
- Local Newspapers
- Standard Industrial Classification Manual

### **Automated Access**

Electronic access to current data is available through the Employment Development Department's Internet address at:

**<http://www.calmis.ca.gov>**

For technical assistance or additional information about the Employment Development Department's Internet website, please call (916) 262-2162 and select option #2. Customers may also call (916) 262-2162 or FAX (916) 262-2443 to order other publications.



# Description Of Industry and Occupational Tables

Employment includes nonagricultural wage and salary workers except for self-employed persons, unpaid family workers, private household workers, and those involved in labor-management trade disputes. For the Federal government sector, employment includes all civilian employees regardless of the activities in which they are engaged.

An **industry division** refers to a distinct group of private, public, or nonprofit enterprises engaged in producing goods or providing services. With the exception of government, industries are classified by the Standard Industrial Classification (SIC) system. Industries are grouped into ten major categories, according to the economic activity involved. The ten major categories or industry divisions are:

*Agriculture, Forestry, and Fishing (SIC 01-09)* includes establishments primarily engaged in agricultural production, forestry, commercial fishing, hunting and trapping, and related services.

*Mining (SIC 10-14)* includes all establishments involved in the extraction of minerals, crude petroleum, and natural gas. It includes quarrying, well operations, milling, and other related activities.

*Construction (SIC 15-17)* includes establishments engaged in contract construction. This includes new work, additions, alterations, and repairs performed by general and special trade contractors.

*Manufacturing (SIC 20-39)* includes establishments which are usually described as plants, factories, or mills that are engaged in producing or processing non-durable or durable goods. These characteristically use power-driven machines and material-handling equipment.

*Transportation and Public Utilities (SIC 40-49)* includes enterprises engaged in passenger and freight transportation by surface, water, and air and warehousing and other transportation services. It also includes the communications complex of telephone, telegraph, radio, and television; and the utilities providing gas, electric, and sanitary services.

*Wholesale Trade (SIC 50-51)* includes establishments involved in the selling of merchandise to retailers; to industrial, commercial, farm, construction contractors, or professional business users; or to other wholesalers.

*Retail Trade (SIC 52-59)* includes establishments involved in the selling of merchandise for personal or household consumption and rendering services incidental to the sale of goods.

*Finance, Insurance, and Real Estate (SIC 60-67)* includes banks, savings and loan institutions, and security and commodity brokerages, insurance agencies and carriers, real estate sales and management offices, and rental and planning agencies.

*Services (SIC 70-89)* includes establishments such as hotels, laundries, auto repair shops, theaters, legal services, advertising services, private schools and hospitals, and nonprofit organizations which are engaged in rendering a variety of services to individuals and businesses.

*Government* includes the legislative, judicial, administrative, and regulatory activities of federal, state, local and international governments. It also includes federal, state, and local government hospitals and education.

## Industry Tables

### Employment By Major Industry - Table 1

This table shows 1997 estimated employment and 2004 projected employment along with the percentage of total employment for each major industry division.

### Employment By Industry - Table 2

This table shows employment and projected employment by industry. The number of jobs is estimated for 1997 and projected for 2004. The column entitled "SIC" lists the Standard Industrial Classification code for each industry grouping. The column labeled "Absolute Change" provides the projected change in employment between 1997 and 2004. The "Percent Change" column is the growth rate over the seven-year period.

**Occupational groups** are groups of occupations with similar skills and/or educational requirements, based on the OES groupings. There are over 800 detailed occupations and close to 100 summary level occupations in the Occupational Employment Statistics (OES) classification system. The seven occupational groups are listed below.

*Managers And Administrative* occupations are top and mid-level managers, administrators, and executives. Primary duties are policy making, planning, staffing, directing or controlling the activities of a firm. First-line supervisors are excluded from this category.

*Professional, Paraprofessional, And Technical* occupations are concerned with theoretical or practical aspects of such fields as science, art, education, health, law, and business relations. Professional occupations generally require long and intensive preparation, while technical occupations work closely with professional personnel and are required to have a combination of basic scientific knowledge and specialized education.

*Sales And Related* occupations are concerned with influencing customers to buy commodities, services, real estate, and investments.

*Clerical And Administrative Support* occupations prepare, transcribe, systematize, and preserve written communications and records; distribute information; and collect accounts.

*Service Occupations* prepare and serve food and drink; provide lodging and related services; provide grooming, cosmetic, and other personal and health care services; maintain and clean clothing and other wearing apparel; provide protection for people and property; attend to the comfort or requests of patrons of amusement and recreation facilities; and perform cleaning and maintenance services in the interiors of buildings.

*Agricultural, Forestry, And Fishing* occupations in this report include only forestry workers, nursery workers, animal caretakers, and gardeners and groundskeepers.

*Production, Construction, Operating, Maintenance, and Material Handling* are skilled, semi-skilled, and unskilled workers performing machine and manual tasks involving production, construction, operating maintenance, repair, and material handling operations.

## Occupational Tables

### Employment By Major Occupational Group - Table 3

This table shows 1997 and 2004 employment and projected employment for the seven major occupational groups. The "Percent of Total" column displays the percentage of total employment each major occupational group represents. The "Absolute Change" column gives the number of job opportunities resulting from the creation of new jobs. "Percent Change" shows the percentage change for each occupational group.



#### **Occupations With The Greatest Absolute Job Growth - Table 4**

This table lists the 50 occupations that are projected to register the largest absolute change between 1997 and 2004. In general, these occupations are numerically large. Some have average projected rates of growth, but because of their employment size will add significant numbers of new jobs over the 1997-2004 period.

#### **Occupations With The Fastest Job Growth - Table 5**

This table lists the 50 occupations with the greatest projected percentage increases. It provides a different perspective to future occupational employment changes. It is important to note that some of these occupations are increasing rapidly from relatively small employment levels and are not necessarily found in Table 4.

#### **Occupational Employment Projections - Table 6**

This table provides occupational detail for up to 800 occupations. Annual average employment in each occupation is shown for 1997 and 2004. The column headed "Absolute Change" presents the number of job opportunities resulting from the creation of new jobs. The "Percent Change" column shows the percentage change for each occupation. The next column, "Openings Due to Separations", shows job opportunities that are created by workers leaving the occupation. Also included in this table is the Occupational Employment Statistics (OES) codes column. It shows the distinctive California OES code for each occupational title.

Each occupation in Table 6 is identified by a line number. The Alphabetical Index of Occupations section found in this module may be used to locate individual occupations in the detailed

table. The same line numbers are used in all area reports for 1997-2004. Line numbers may be different for other time periods. Not all line numbers appear in all counties; missing line numbers indicate occupations with no employment or employment below the area's cutoff point for publishing.

#### **Occupations With The Most Openings - Table 7 (Growth Plus Separations)**

This table lists the occupations that are projected to register the largest absolute growth and separations between 1997 and 2004. In general, these occupations are numerically large. Some have average projected rates of growth, but because of their employment size will add significant numbers of new job openings over the 1997-2004 period.

#### **Occupations With Projected Decline - Table 8**

This table lists the occupations that are projected to decline over the 1997-2004 time period. Declining employment is a sign that the occupation has no growth. However, turnover may result in some job opportunities.

# Training Level Definitions

Occupational training and education classifications were developed by the Bureau of Labor Statistics to improve on prior classification systems that did not distinguish between occupations with comparable educational requirements. For example, neither carpenters nor laborers require formal education beyond high school, but the complexity of the work and the training time required results in carpenters being placed in the long-term on-the-job training category and laborers placed in the short-term on-the-job training category. Of course there is more than one way to qualify for a job. In this classification system, the education and training required reflects the manner in which most workers become proficient in that occupation and the preferences of most employers.

**1. First professional degree.** Occupations that require at least two years of full-time academic study beyond a bachelor's degree (for example, law, medicine, dentistry and clergy).

**2. Doctoral degree.** Occupations that require at least three years of full-time academic study beyond a bachelor's degree culminating in a doctoral degree.

**3. Master's degree.** Occupations that require the completion of a master's degree program which is usually one to two years beyond a bachelor's degree.

**4. Bachelor's or higher and some work experience.** Occupations that generally require work experience in an occupation requiring a bachelor's or higher degree. Most occupations in this category are managerial occupations that require work experience in a related non-managerial occupation.

**5. Bachelor's degree.** Occupations that require the completion of at least 4 but not more than 5 years of full-time academic study beyond high school resulting in a Bachelor's degree.

**6. Associate degree.** Occupations that require the completion of at least 2 years of full-time academic study beyond high school.

**7. Post-secondary vocational education.** Occupations that require completion of vocational school training.

**8. Work experience.** Occupations that require skills obtained through work experience in a related occupation.

**9. Long-term on-the-job training.** Occupations that require more than 12 months of on-the-job training or combined work experience and formal classroom instruction for workers to develop the skills needed for average job performance.

**10. Moderate-term on-the-job training.** Occupations in which workers can develop average job performance after 1 to 12 months of combined on-the-job experience and informal training.

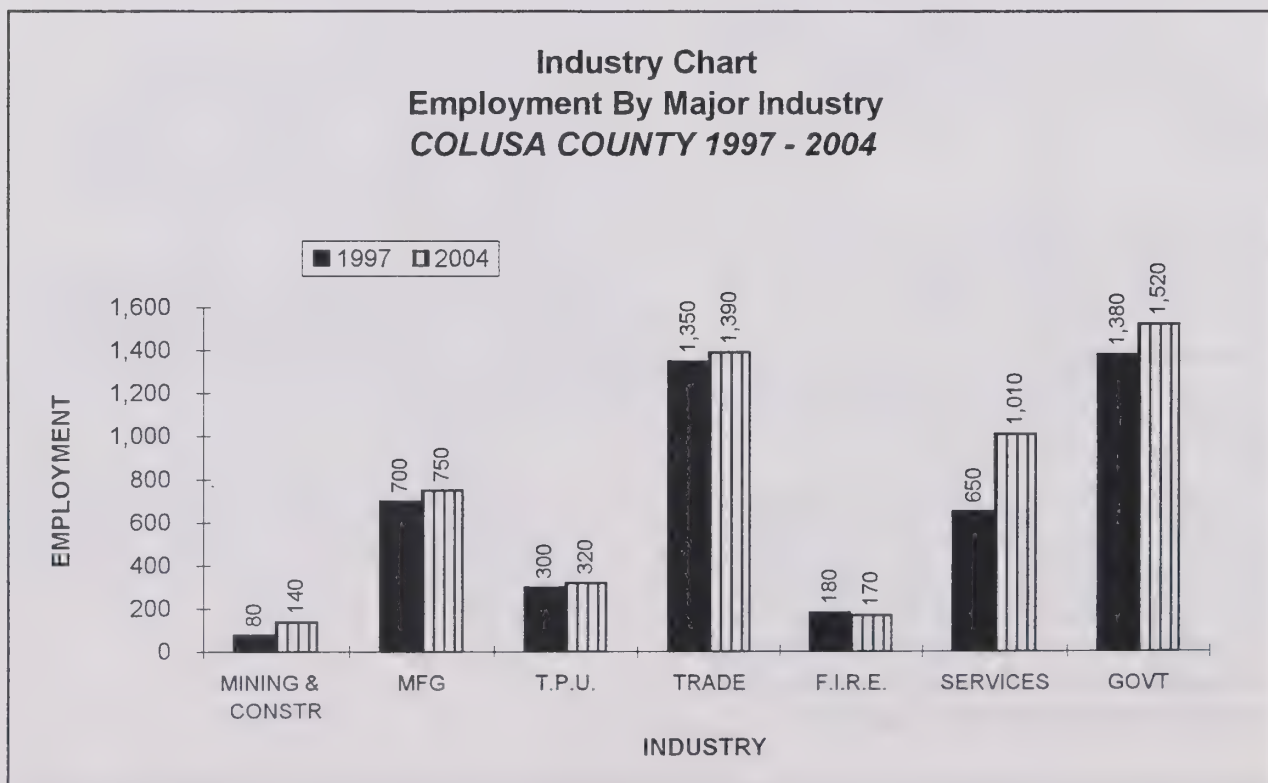
**11. Short-term on-the-job-training.** Occupations in which workers can develop skills needed after a short demonstration or up to one month of on-the-job experience and instruction.



**Table 1**  
**Employment By Major Industry (1)**  
**1997 - 2004 Annual Averages**  
**COLUSA COUNTY**

| INDUSTRY                          | 1997 (2) | PERCENT<br>OF TOTAL | 2004  | PERCENT<br>OF TOTAL |
|-----------------------------------|----------|---------------------|-------|---------------------|
| TOTAL NONFARM                     | 4,630    | 100.0%              | 5,310 | 100.0%              |
| MINING & CONSTRUCTION             | 80       | 1.7%                | 140   | 2.6%                |
| MANUFACTURING                     | 700      | 15.1%               | 750   | 14.1%               |
| TRANSPORTATION & PUBLIC UTILITIES | 300      | 6.5%                | 320   | 6.0%                |
| TRADE                             | 1,350    | 29.2%               | 1,390 | 26.2%               |
| FINANCE, INSURANCE, & REAL ESTATE | 180      | 3.9%                | 170   | 3.2%                |
| SERVICES                          | 650      | 14.0%               | 1,010 | 19.0%               |
| GOVERNMENT                        | 1,380    | 29.8%               | 1,520 | 28.6%               |

- (1) Employment and projections contained in these tables are considered estimates (see introduction for a full explanation of data limitations). Employment is reported by place of work and excludes self-employed persons, unpaid family workers, domestics, volunteers, and those involved in labor-management trade disputes. These data are based on 1987 Standard Industrial Classifications. Annual average industry detail may not add up to totals due to independent rounding. Government data include all civilian government employees regardless of the activities in which they are engaged.
- (2) March 1998 benchmark.



**Table 2**  
**Industry Employment Projections (1)**  
**1997 - 2004**  
**COLUSA COUNTY**

| INDUSTRY                                     | SIC                                  | ANNUAL AVERAGES |              | ABSOLUTE CHANGE | PERCENT CHANGE |
|--|--------------------------------------|-----------------|--------------|-----------------|----------------|
|  |                                      | 1997 (2)        | 2004         |                 |                |
| <b>TOTAL NONFARM</b>                         | <b>10-99(ex 88),<br/>074,075,078</b> | <b>4,630</b>    | <b>5,310</b> | <b>680</b>      | <b>14.7%</b>   |
| <b>GOODS PRODUCING</b>                       | <b>10-39</b>                         | <b>780</b>      | <b>890</b>   | <b>110</b>      | <b>14.1%</b>   |
| <b>CONSTRUCTION &amp; MINING</b>             | <b>10-17</b>                         | <b>80</b>       | <b>140</b>   | <b>60</b>       | <b>75.0%</b>   |
| <b>MANUFACTURING</b>                         | <b>20-39</b>                         | <b>700</b>      | <b>750</b>   | <b>50</b>       | <b>7.1%</b>    |
| <b>SERVICE PRODUCING</b>                     | <b>40-99(ex 88),<br/>074,075,078</b> | <b>3,850</b>    | <b>4,410</b> | <b>560</b>      | <b>14.5%</b>   |
| <b>TRANSPORTATION &amp; PUBLIC UTILITIES</b> | <b>40-42,44-49</b>                   | <b>300</b>      | <b>320</b>   | <b>20</b>       | <b>6.7%</b>    |
| Transportation                               | 40                                   | 250             | 250          | 0               | 0.0%           |
| Communication & Public Utilities             | 42                                   | 50              | 70           | 20              | 40.0%          |
| <b>TRADE</b>                                 | <b>50-59</b>                         | <b>1,350</b>    | <b>1,390</b> | <b>40</b>       | <b>3.0%</b>    |
| Wholesale Trade                              | 50,51                                | 250             | 260          | 10              | 4.0%           |
| Retail Trade                                 | 52-59                                | 1,100           | 1,130        | 30              | 2.7%           |
| Food Stores                                  | 54                                   | 230             | 210          | -20             | -8.7%          |
| Eating and Drinking Places                   | 58                                   | 510             | 550          | 40              | 7.8%           |
| Other Retail Trade                           |                                      | 360             | 370          | 10              | 2.8%           |
| <b>FINANCE, INSURANCE &amp; REAL ESTATE</b>  | <b>60-65,67</b>                      | <b>180</b>      | <b>170</b>   | <b>-10</b>      | <b>-5.6%</b>   |
| <b>SERVICES</b>                              | <b>70-89,<br/>074,075,078</b>        | <b>650</b>      | <b>1,010</b> | <b>360</b>      | <b>55.4%</b>   |
| Hotels & Other Lodging Places                | 70                                   | 50              | 80           | 30              | 60.0%          |
| Health Services                              | 80                                   | 280             | 300          | 20              | 7.1%           |
| Other Services                               |                                      | 320             | 630          | 310             | 96.9%          |
| <b>GOVERNMENT</b>                            |                                      | <b>1,380</b>    | <b>1,520</b> | <b>140</b>      | <b>10.1%</b>   |
| Federal Government                           |                                      | 80              | 80           | 0               | 0.0%           |
| State & Local Government                     |                                      | 1,300           | 1,440        | 140             | 10.8%          |
| State Government                             |                                      | 50              | 90           | 40              | 80.0%          |
| Local Government                             |                                      | 1,250           | 1,350        | 100             | 8.0%           |

(1) Employment and projections contained in these tables are considered estimates (see introduction for a full explanation of data limitations). Employment is reported by place of work and excludes self-employed persons, unpaid family workers, domestics, volunteers, and those involved in labor-management trade disputes. These data are based on 1987 Standard Industrial Classifications. Annual average industry detail may not add up to totals due to independent rounding. Government data include all civilian government employees regardless of the activities in which they are engaged.

(2) March 1998 benchmark.

**Table 2**  
**Industry Employment Projections (1)**  
**1997 - 2004**  
**GLENN COUNTY**

| INDUSTRY                                     | SIC                                  | ANNUAL AVERAGES |              | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE |
|--|--------------------------------------|-----------------|--------------|--------------------|-------------------|
|  |                                      | 1997 (2)        | 2004         |                    |                   |
| <b>TOTAL NONFARM</b>                         | <b>10-99(ex 88),<br/>074,075,078</b> | <b>6,120</b>    | <b>6,730</b> | <b>610</b>         | <b>10.0%</b>      |
| <b>GOODS PRODUCING</b>                       | <b>10-39</b>                         | <b>1,410</b>    | <b>1,620</b> | <b>210</b>         | <b>14.9%</b>      |
| <b>CONSTRUCTION &amp; MINING</b>             | <b>10-17</b>                         | <b>350</b>      | <b>420</b>   | <b>70</b>          | <b>20.0%</b>      |
| <b>MANUFACTURING</b>                         | <b>20-39</b>                         | <b>1,070</b>    | <b>1,200</b> | <b>130</b>         | <b>12.1%</b>      |
| <b>SERVICE PRODUCING</b>                     | <b>40-99(ex 88),<br/>074,075,078</b> | <b>4,710</b>    | <b>5,110</b> | <b>400</b>         | <b>8.5%</b>       |
| <b>TRANSPORTATION &amp; PUBLIC UTILITIES</b> | <b>40-42,44-49</b>                   | <b>320</b>      | <b>370</b>   | <b>50</b>          | <b>15.6%</b>      |
| Transportation                               | 40-42,44-47                          | 240             | 300          | 60                 | 25.0%             |
| Communications & Public Utilities            | 48,49                                | 80              | 70           | -10                | -12.5%            |
| <b>TRADE</b>                                 | <b>50-59</b>                         | <b>1,390</b>    | <b>1,550</b> | <b>160</b>         | <b>11.5%</b>      |
| Wholesale Trade                              | 50,51                                | 270             | 350          | 80                 | 29.6%             |
| Retail Trade                                 | 52-59                                | 1,110           | 1,200        | 90                 | 8.1%              |
| Food Stores                                  | 54                                   | 230             | 280          | 50                 | 21.7%             |
| Eating & Drinking Places                     | 58                                   | 380             | 410          | 30                 | 7.9%              |
| Other Retail Trade                           |                                      | 500             | 510          | 10                 | 2.0%              |
| <b>FINANCE, INSURANCE &amp; REAL ESTATE</b>  | <b>60-65,67</b>                      | <b>180</b>      | <b>180</b>   | <b>0</b>           | <b>0.0%</b>       |
| <b>SERVICES</b>                              | <b>70-89,<br/>074,075,078</b>        | <b>700</b>      | <b>790</b>   | <b>90</b>          | <b>12.9%</b>      |
| Hotels & Other Lodging Places                | 70                                   | 70              | 100          | 30                 | 42.9%             |
| Health Services                              | 80                                   | 260             | 300          | 40                 | 15.4%             |
| Other Services                               |                                      | 360             | 390          | 30                 | 8.3%              |
| <b>GOVERNMENT</b>                            |                                      | <b>2,130</b>    | <b>2,220</b> | <b>90</b>          | <b>4.2%</b>       |
| Federal Government                           |                                      | 280             | 280          | 0                  | 0.0%              |
| State & Local Government                     |                                      | 1,850           | 1,940        | 90                 | 4.9%              |
| State Government                             |                                      | 70              | 80           | 10                 | 14.3%             |
| Local Government                             |                                      | 1,780           | 1,860        | 80                 | 4.5%              |

(1) Employment and projections contained in these tables are considered estimates (see introduction for a full explanation of data limitations). Employment is reported by place of work and excludes self-employed persons, unpaid family workers, domestics, volunteers, and those involved in labor-management trade disputes. These data are based on 1987 Standard Industrial Classifications. Annual average industry detail may not add up to totals due to independent rounding. Government data include all civilian government employees regardless of the activities in which they are engaged.

(2) March 1998 benchmark.

**Table 2**  
**Industry Employment Projections (1)**  
**1997 - 2004**  
**LAKE COUNTY**

| INDUSTRY                                     | SIC                                  | ANNUAL AVERAGES |               | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE |
|--|--------------------------------------|-----------------|---------------|--------------------|-------------------|
|  |                                      | 1997 (2)        | 2004          |                    |                   |
| <b>TOTAL NONFARM</b>                         | <b>10-99(ex 88),<br/>074,075,078</b> | <b>11,890</b>   | <b>15,320</b> | <b>3,430</b>       | <b>28.8%</b>      |
| <b>GOODS PRODUCING</b>                       | <b>10-39</b>                         | <b>990</b>      | <b>1,330</b>  | <b>340</b>         | <b>34.3%</b>      |
| <b>CONSTRUCTION &amp; MINING</b>             | <b>10-17</b>                         | <b>540</b>      | <b>650</b>    | <b>110</b>         | <b>20.4%</b>      |
| <b>MANUFACTURING</b>                         | <b>20-39</b>                         | <b>450</b>      | <b>680</b>    | <b>230</b>         | <b>51.1%</b>      |
| <b>SERVICE PRODUCING</b>                     | <b>40-99(ex 88),<br/>074,075,078</b> | <b>10,910</b>   | <b>14,000</b> | <b>3,090</b>       | <b>28.3%</b>      |
| <b>TRANSPORTATION &amp; PUBLIC UTILITIES</b> | <b>40-42,44-49</b>                   | <b>490</b>      | <b>910</b>    | <b>420</b>         | <b>85.7%</b>      |
| Transportation                               | 40-42,44-47                          | 260             | 640           | 380                | 146.2%            |
| Communications & Public Utilities            | 48,49                                | 230             | 280           | 50                 | 21.7%             |
| <b>TRADE</b>                                 |                                      | <b>3,040</b>    | <b>3,520</b>  | <b>610</b>         | <b>15.8%</b>      |
| Wholesale Trade                              | 50,51                                | 340             | 380           | 40                 | 11.8%             |
| Retail Trade                                 | 52-59                                | 2,700           | 3,140         | 440                | 16.3%             |
| Food Stores                                  | 54                                   | 670             | 700           | 30                 | 4.5%              |
| Eating & Drinking Places                     | 58                                   | 870             | 940           | 70                 | 8.0%              |
| Other Retail Trade                           |                                      | 1,160           | 1,500         | 340                | 29.3%             |
| <b>FINANCE, INSURANCE &amp; REAL ESTATE</b>  | <b>60-65,67</b>                      | <b>560</b>      | <b>570</b>    | <b>10</b>          | <b>1.8%</b>       |
| <b>SERVICES</b>                              | <b>074,5,8,70-89</b>                 | <b>3,300</b>    | <b>5,270</b>  | <b>1,970</b>       | <b>59.7%</b>      |
| Hotels & Other Lodging Places                | 70                                   | 570             | 720           | 150                | 26.3%             |
| Health Services                              | 80                                   | 1,120           | 1,940         | 820                | 73.2%             |
| Other Services                               |                                      | 1,620           | 2,610         | 990                | 61.1%             |
| <b>GOVERNMENT</b>                            |                                      | <b>3,520</b>    | <b>3,730</b>  | <b>210</b>         | <b>6.0%</b>       |
| Federal Government                           |                                      | 140             | 160           | 20                 | 14.3%             |
| State & Local Government                     |                                      | 3,380           | 3,570         | 190                | 5.6%              |
| State Government                             |                                      | 170             | 180           | 10                 | 5.9%              |
| Local Government                             |                                      | 3,220           | 3,390         | 170                | 5.3%              |

(1) Employment and projections contained in these tables are considered estimates (see introduction for a full explanation of data limitations). Employment is reported by place of work and excludes self-employed persons, unpaid family workers, domestics, volunteers, and those involved in labor-management trade disputes. These data are based on 1987 Standard Industrial Classifications. Annual average industry detail may not add up to totals due to independent rounding. Government data include all civilian government employees regardless of the activities in which they are engaged.

(2) March 1998 benchmark.



**Table 2**  
**Industry Employment Projections (1)**  
**1997 - 2004**  
**SUTTER / YUBA COUNTIES**

| INDUSTRY                                     | SIC                                  | ANNUAL AVERAGES |               | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE |
|--|--------------------------------------|-----------------|---------------|--------------------|-------------------|
|  |                                      | 1997 (2)        | 2004          |                    |                   |
| <b>TOTAL NONFARM</b>                         | <b>10-99(ex 88),<br/>074,075,078</b> | <b>33,400</b>   | <b>39,300</b> | <b>5,900</b>       | <b>17.7%</b>      |
| <b>GOODS PRODUCING</b>                       | <b>10-39</b>                         | <b>5,000</b>    | <b>6,300</b>  | <b>1,300</b>       | <b>26.0%</b>      |
| <b>MINING</b>                                | <b>10-14</b>                         | <b>100</b>      | <b>100</b>    | <b>0</b>           | <b>0.0%</b>       |
| <b>CONSTRUCTION</b>                          | <b>15-17</b>                         | <b>1,700</b>    | <b>2,300</b>  | <b>600</b>         | <b>35.3%</b>      |
| <b>MANUFACTURING</b>                         | <b>20-39</b>                         | <b>3,200</b>    | <b>3,900</b>  | <b>700</b>         | <b>21.9%</b>      |
| Durable Goods                                | 24,25,32-39                          | 1,800           | 2,100         | 300                | 16.7%             |
| Lumber & Wood Products                       | 24                                   | 1,100           | 1,300         | 200                | 18.2%             |
| Logging                                      | 241                                  | 200             | 300           | 100                | 50.0%             |
| Sawmills                                     | 242                                  | 100             | 200           | 100                | 100.0%            |
| Other Lumber & Wood Products                 |                                      | 800             | 900           | 100                | 12.5%             |
| Other Durable Goods                          |                                      | 600             | 800           | 200                | 33.3%             |
| Nondurable Goods                             | 20-23,26-31                          | 1,500           | 1,800         | 300                | 20.0%             |
| Food & Kindred Products                      | 20                                   | 1,100           | 1,300         | 200                | 18.2%             |
| Other Nondurable Goods                       |                                      | 400             | 500           | 100                | 25.0%             |
| <b>SERVICE PRODUCING</b>                     | <b>70-89,<br/>074,075,078</b>        | <b>28,400</b>   | <b>33,000</b> | <b>4,600</b>       | <b>16.2%</b>      |
| <b>TRANSPORTATION &amp; PUBLIC UTILITIES</b> | <b>40-42,44-49</b>                   | <b>1,500</b>    | <b>1,900</b>  | <b>400</b>         | <b>26.7%</b>      |
| Transportation                               | 40-42,44-47                          | 1,000           | 1,200         | 200                | 20.0%             |
| Communications & Public Utilities            | 48,49                                | 500             | 700           | 200                | 40.0%             |
| <b>TRADE</b>                                 | <b>50-59</b>                         | <b>8,500</b>    | <b>9,500</b>  | <b>1,000</b>       | <b>11.8%</b>      |
| Wholesale Trade                              | 50,51                                | 1,100           | 1,200         | 100                | 9.1%              |
| Retail Trade                                 | 52-59                                | 7,400           | 8,300         | 900                | 12.2%             |
| General Merchandise                          | 53                                   | 1,200           | 1,300         | 100                | 8.3%              |
| Food Stores                                  | 54                                   | 1,200           | 1,500         | 300                | 25.0%             |
| Eating & Drinking Places                     | 58                                   | 2,300           | 2,400         | 100                | 4.3%              |
| Other Retail Trade                           |                                      | 2,700           | 3,100         | 400                | 14.8%             |
| <b>FINANCE, INSURANCE &amp; REAL ESTATE</b>  | <b>60-65,67</b>                      | <b>1,400</b>    | <b>1,600</b>  | <b>200</b>         | <b>14.3%</b>      |
| Finance                                      | 60-62,67                             | 600             | 700           | 100                | 16.7%             |
| Other Finance Ins. & Real Estate             |                                      | 800             | 900           | 100                | 12.5%             |
| <b>SERVICES</b>                              | <b>70-89,<br/>074,075,078</b>        | <b>7,800</b>    | <b>9,100</b>  | <b>1,300</b>       | <b>16.7%</b>      |
| Hotels & Other Lodging Places                | 70                                   | 200             | 200           | 0                  | 0.0%              |
| Business Services                            | 73                                   | 1,000           | 1,300         | 300                | 30.0%             |
| Amusement & Recreation                       | 79                                   | 400             | 500           | 100                | 25.0%             |
| Health Services                              | 80                                   | 2,800           | 3,300         | 500                | 17.9%             |

**Table 2**  
**Industry Employment Projections (1)**  
**1997 - 2004**  
**SUTTER / YUBA COUNTIES**

| INDUSTRY                            | SIC   | ANNUAL AVERAGES |               | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE |
|-------------------------------------|-------|-----------------|---------------|--------------------|-------------------|
|                                     |       | 1997 (2)        | 2004          |                    |                   |
| Social Serv. & Member Organizations | 83,86 | 1,200           | 1,300         | 100                | 8.3%              |
| Other Services                      |       | 2,300           | 2,500         | 200                | 8.7%              |
| <b>GOVERNMENT</b>                   |       | <b>9,300</b>    | <b>10,900</b> | <b>1,600</b>       | <b>17.2%</b>      |
| Federal Government                  |       | 1,300           | 1,400         | 100                | 7.7%              |
| State & Local Government            |       | 8,000           | 9,500         | 1,500              | 18.8%             |
| State Government                    |       | 700             | 1,000         | 300                | 42.9%             |
| Local Government                    |       | 7,300           | 8,500         | 1,200              | 16.4%             |

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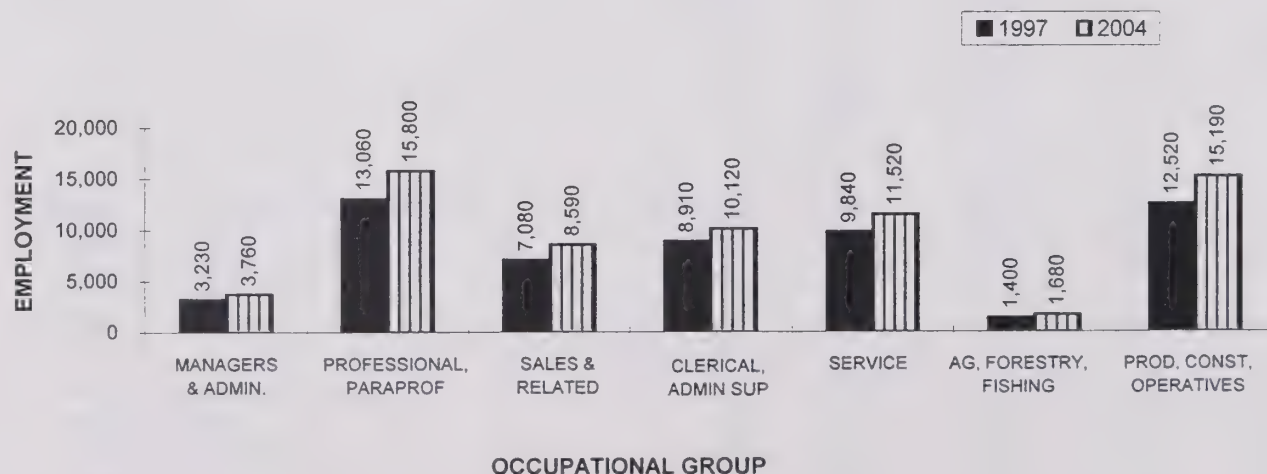
(2) March 1998 benchmark.

**Table 3**  
**Employment by Major Occupational Group**  
**1997 - 2004 Annual Averages**  
**NORTH CENTRAL CONSORTIUM**

| OCCUPATIONAL GROUP                | 1997   | PERCENT<br>OF TOTAL | 2004   | PERCENT<br>OF TOTAL | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE |
|-----------------------------------|--------|---------------------|--------|---------------------|--------------------|-------------------|
| TOTAL, ALL OCCUPATIONS (1)        | 56,040 | 100.0%              | 66,660 | 100.0%              | 10,620             | 19.0%             |
| MANAGERS AND ADMIN OCCUPATIONS    | 3,230  | 5.8%                | 3,760  | 5.6%                | 530                | 16.4%             |
| PROFESSIONAL, PARAPROF, TECHNICAL | 13,060 | 23.3%               | 15,800 | 23.7%               | 2,740              | 21.0%             |
| SALES AND RELATED OCCUPATIONS     | 7,080  | 12.6%               | 8,590  | 12.9%               | 1,510              | 21.3%             |
| CLERICAL, ADMINISTRATIVE SUPPORT  | 8,910  | 15.9%               | 10,120 | 15.2%               | 1,210              | 13.6%             |
| SERVICE OCCUPATIONS               | 9,840  | 17.6%               | 11,520 | 17.3%               | 1,680              | 17.1%             |
| AGRICULTURAL, FORESTRY, FISHING   | 1,400  | 2.5%                | 1,680  | 2.5%                | 280                | 20.0%             |
| PROD, CONST, OPER, MAT HANDLING   | 12,520 | 22.3%               | 15,190 | 22.8%               | 2,670              | 21.3%             |

(1) Total is based on the March 1998 benchmark.

**Occupational Chart**  
**Employment by Major Occupational Group**  
**NORTH CENTRAL CONSORTIUM 1997 - 2004**





**Table 4**  
**Occupations With The Greatest Absolute Job Growth (1)**  
**1997 - 2004**

**NORTH CENTRAL CONSORTIUM**

| CA<br>OES<br>CODE | OCCUPATION                         | ANNUAL AVERAGES |       | NUMBER<br>OF NEW<br>JOBS | PERCENT<br>CHANGE | BLS<br>TRAINING<br>LEVEL | EDUCATION / EXPERIENCE                 |
|-------------------|------------------------------------|-----------------|-------|--------------------------|-------------------|--------------------------|--|
|                   |                                    | 1997(2)         | 2004  |                          |                   |                          |  |
| 49023             | CASHIERS                           | 1,920           | 2,310 | 390                      | 20.3%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 49011             | SALESPERSONS, RETAIL               | 1,920           | 2,270 | 350                      | 18.2%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 55347             | GENERAL OFFICE CLERKS              | 1,110           | 1,380 | 270                      | 24.3%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 31521             | TEACHER AIDES, PARAPROFESSIONAL    | 1,130           | 1,380 | 250                      | 22.1%             | 6                        | ASSOCIATE DEGREE                       |
| 43021             | TRAVEL AGENTS                      | 30              | 280   | 250                      | 833.3%            | 7                        | POST-SECONDARY VOCATIONAL EDUCATION    |
| 19005             | GENERAL MANAGERS, TOP EXECUTIVES   | 1,150           | 1,380 | 230                      | 20.0%             | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 32502             | REGISTERED NURSES                  | 940             | 1,150 | 210                      | 22.3%             | 6                        | ASSOCIATE DEGREE                       |
| 68014             | AMUSEMENT, RECREATION ATTENDANTS   | 240             | 410   | 170                      | 70.8%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 87102             | CARPENTERS                         | 400             | 560   | 160                      | 40.0%             | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 97105             | TRUCK DRIVERS, LIGHT               | 710             | 850   | 140                      | 19.7%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 27305             | SOCIAL WKRS--EX MED, PSYCHIATRIC   | 240             | 370   | 130                      | 54.2%             | 5                        | BACHELOR'S DEGREE                      |
| 31305             | TEACHERS--ELEMENTARY SCHOOL        | 1,650           | 1,780 | 130                      | 7.9%              | 5                        | BACHELOR'S DEGREE                      |
| 31308             | TEACHERS--SECONDARY SCHOOL         | 780             | 900   | 120                      | 15.4%             | 5                        | BACHELOR'S DEGREE                      |
| 66008             | NURSE AIDES, ORDERLIES, ATTENDANTS | 470             | 590   | 120                      | 25.5%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 67005             | JANITORS, CLEANERS--EXCEPT MAIDS   | 910             | 1,030 | 120                      | 13.2%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 85132             | MAINT REPAIRERS, GENL UTILITY      | 690             | 810   | 120                      | 17.4%             | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 97102             | TRUCK DRIVERS, HEAVY               | 650             | 770   | 120                      | 18.5%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 55305             | RECEPTIONISTS, INFORMATION CLERKS  | 480             | 590   | 110                      | 22.9%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 79041             | LABORERS, LANDSCAPING/GRNDSKEEPING | 490             | 600   | 110                      | 22.4%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 22121             | CIVIL ENGINEERS--INCLUDING TRAFFIC | 280             | 380   | 100                      | 35.7%             | 5                        | BACHELOR'S DEGREE                      |
| 25104             | COMPUTER SUPPORT SPECIALISTS       | 140             | 240   | 100                      | 71.4%             | 5                        | BACHELOR'S DEGREE                      |
| 63047             | GUARDS AND WATCH GUARDS            | 170             | 270   | 100                      | 58.8%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 65008             | WAITERS AND WAITRESSES             | 1,040           | 1,140 | 100                      | 9.6%              | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 67002             | MAIDS AND HOUSEKEEPING CLEANERS    | 410             | 510   | 100                      | 24.4%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 98902             | HAND PACKERS AND PACKAGERS         | 540             | 640   | 100                      | 18.5%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 27308             | HUMAN SERVICES WORKERS             | 90              | 180   | 90                       | 100.0%            | 10                       | MODERATE-TERM ON-THE-JOB TRAINING      |
| 31311             | TEACHERS--SPECIAL EDUCATION        | 390             | 480   | 90                       | 23.1%             | 5                        | BACHELOR'S DEGREE                      |
| 55338             | BOOKKEEPING, ACCOUNTING CLERKS     | 1,000           | 1,090 | 90                       | 9.0%              | 10                       | MODERATE-TERM ON-THE-JOB TRAINING      |
| 63014             | POLICE PATROL OFFICERS             | 280             | 370   | 90                       | 32.1%             | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 92974             | PACKAGING, FILLING MACH OPS, TNDRS | 230             | 320   | 90                       | 39.1%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING      |



**Table 4**  
**Occupations With The Greatest Absolute Job Growth (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| CA<br>OES<br>CODE          | OCCUPATION                            | ANNUAL AVERAGES |        | NUMBER<br>OF NEW<br>JOBS | PERCENT<br>CHANGE | BLS<br>TRAINING<br>LEVEL | EDUCATION / EXPERIENCE              |
|----------------------------|---------------------------------------|-----------------|--------|--------------------------|-------------------|--------------------------|-------------------------------------|
|                            |                                       | 1997(2)         | 2004   |                          |                   |                          |                                     |
| 49008                      | SALES REPS, NON-SCIENTIFIC EX RETAIL  | 480             | 560    | 80                       | 16.7%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 21114                      | ACCOUNTANTS AND AUDITORS              | 270             | 340    | 70                       | 25.9%             | 5                        | BACHELOR'S DEGREE                   |
| 53905                      | TEACHER AIDES & EDUC ASSTS, CLERICAL  | 320             | 390    | 70                       | 21.9%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 65041                      | COMBINED FOOD PREP AND SERVICE        | 850             | 920    | 70                       | 8.2%              | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 93956                      | ASSEMB, FABRICATORS--EX MACH,ELECTRIC | 250             | 320    | 70                       | 28.0%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 31321                      | INSTRUCTORS AND COACHES--SPORTS       | 280             | 340    | 60                       | 21.4%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 55108                      | SECRETARIES, GENERAL                  | 910             | 970    | 60                       | 6.6%              | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 63017                      | CORRECTION OFFICERS; JAILERS          | 210             | 270    | 60                       | 28.6%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 85302                      | AUTOMOTIVE MECHANICS                  | 460             | 520    | 60                       | 13.0%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 27302                      | SOCIAL WORKERS--MED, PSYCHIATRIC      | 110             | 160    | 50                       | 45.5%             | 3                        | MASTER'S DEGREE                     |
| 49017                      | COUNTER AND RENTAL CLERKS             | 240             | 290    | 50                       | 20.8%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 58023                      | STOCK CLERKS--STOCKROOM, WAREHOUSE    | 310             | 360    | 50                       | 16.1%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 63032                      | SHERIFFS AND DEPUTY SHERIFFS          | 190             | 240    | 50                       | 26.3%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 66002                      | DENTAL ASSISTANTS                     | 180             | 230    | 50                       | 27.8%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 66005                      | MEDICAL ASSISTANTS                    | 120             | 170    | 50                       | 41.7%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 68038                      | CHILD CARE WORKERS                    | 170             | 220    | 50                       | 29.4%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 87202                      | ELECTRICIANS                          | 180             | 230    | 50                       | 27.8%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 21508                      | EMPL INTERVIEWERS--PRIV OR PUBLIC     | 10              | 50     | 40                       | 400.0%            | 5                        | BACHELOR'S DEGREE                   |
| 25102                      | SYSTEMS ANALYSTS--ELEC DATA PROC      | 80              | 120    | 40                       | 50.0%             | 5                        | BACHELOR'S DEGREE                   |
| 32505                      | LICENSED VOCATIONAL NURSES            | 270             | 310    | 40                       | 14.8%             | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| TOTAL OF THESE OCCUPATIONS |                                       | 26,370          | 32,040 | 5,670                    | 21.5%             |                          |                                     |

(1) Excludes not elsewhere classified (NEC) categories

(2) March 1998 Benchmark

**Table 5**  
**Occupations With The Fastest Job Growth (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| CA<br>OES<br>CODE | OCCUPATION                         | ANNUAL AVERAGES |      | NUMBER<br>OF NEW<br>JOBS | PERCENT<br>CHANGE | BLS<br>TRAINING<br>LEVEL | EDUCATION / EXPERIENCE              |
|-------------------|------------------------------------|-----------------|------|--------------------------|-------------------|--------------------------|-------------------------------------|
|                   |                                    | 1997(2)         | 2004 |                          |                   |                          |                                     |
| 43021             | TRAVEL AGENTS                      | 30              | 280  | 250                      | 833.3%            | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 27308             | HUMAN SERVICES WORKERS             | 90              | 180  | 90                       | 100.0%            | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 25104             | COMPUTER SUPPORT SPECIALISTS       | 140             | 240  | 100                      | 71.4%             | 5                        | BACHELOR'S DEGREE                   |
| 68014             | AMUSEMENT, RECREATION ATTENDANTS   | 240             | 410  | 170                      | 70.8%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 63047             | GUARDS AND WATCH GUARDS            | 170             | 270  | 100                      | 58.8%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 43017             | SALES AGENTS--SEL BUS SERVICES     | 70              | 110  | 40                       | 57.1%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 27305             | SOCIAL WKRS--EX MED, PSYCHIATRIC   | 240             | 370  | 130                      | 54.2%             | 5                        | BACHELOR'S DEGREE                   |
| 25102             | SYSTEMS ANALYSTS--ELEC DATA PROC   | 80              | 120  | 40                       | 50.0%             | 5                        | BACHELOR'S DEGREE                   |
| 87402             | PAINTERS, PAPERHANGERS--CONST      | 80              | 120  | 40                       | 50.0%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 27302             | SOCIAL WORKERS--MED, PSYCHIATRIC   | 110             | 160  | 50                       | 45.5%             | 3                        | MASTER'S DEGREE                     |
| 32314             | SPEECH PATHOLOGISTS, AUDIOLOGISTS  | 70              | 100  | 30                       | 42.9%             | 3                        | MASTER'S DEGREE                     |
| 66005             | MEDICAL ASSISTANTS                 | 120             | 170  | 50                       | 41.7%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 87102             | CARPENTERS                         | 400             | 560  | 160                      | 40.0%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 89132             | SHEET METAL WORKERS                | 100             | 140  | 40                       | 40.0%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 92974             | PACKAGING, FILLING MACH OPS, TNDRS | 230             | 320  | 90                       | 39.1%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 15017             | CONSTRUCTION MANAGERS              | 80              | 110  | 30                       | 37.5%             | 5                        | BACHELOR'S DEGREE                   |
| 85702             | TELEPHONE, CABLE TV INSTALLERS     | 80              | 110  | 30                       | 37.5%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 85723             | ELECT POWERLINE INSTALLERS         | 80              | 110  | 30                       | 37.5%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 87808             | ROOFERS                            | 80              | 110  | 30                       | 37.5%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 22121             | CIVIL ENGINEERS--INCLUDING TRAFFIC | 280             | 380  | 100                      | 35.7%             | 5                        | BACHELOR'S DEGREE                   |
| 81005             | FIRST-LINE SUP/MGR-CONSTRUCTION    | 120             | 160  | 40                       | 33.3%             | 8                        | WORK EXPERIENCE                     |
| 87502             | PLUMBERS, PIPEFITTERS, STEAMFITTER | 120             | 160  | 40                       | 33.3%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 15011             | PROPERTY AND REAL ESTATE MANAGERS  | 90              | 120  | 30                       | 33.3%             | 5                        | BACHELOR'S DEGREE                   |
| 85311             | BUS AND TRUCK MECHANICS            | 90              | 120  | 30                       | 33.3%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 87708             | PAVING, TAMPING-EQUIP OPERATORS    | 90              | 120  | 30                       | 33.3%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 93914             | WELDERS AND CUTTERS                | 90              | 120  | 30                       | 33.3%             | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 63014             | POLICE PATROL OFFICERS             | 280             | 370  | 90                       | 32.1%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 66011             | HOME HEALTH CARE WORKERS           | 130             | 170  | 40                       | 30.8%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 68038             | CHILD CARE WORKERS                 | 170             | 220  | 50                       | 29.4%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 63017             | CORRECTION OFFICERS, JAILERS       | 210             | 270  | 60                       | 28.6%             | 9                        | LONG-TERM ON-THE-JOB TRAINING       |



**Table 5**  
**Occupations With The Fastest Job Growth (1)**  
**1997 - 2004**

**NORTH CENTRAL CONSORTIUM**

| CA<br>OES<br>CODE                 | OCCUPATION                            | ANNUAL AVERAGES |               | NUMBER<br>OF NEW<br>JOBS | PERCENT<br>CHANGE | BLS<br>TRAINING<br>LEVEL | EDUCATION / EXPERIENCE                 |
|-----------------------------------|---------------------------------------|-----------------|---------------|--------------------------|-------------------|--------------------------|--|
|                                   |                                       | 1997(2)         | 2004          |                          |                   |                          |  |
| 49005                             | SALES REPS, SCIENTIFIC--EX RETAIL     | 140             | 180           | 40                       | 28.6%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING      |
| 85110                             | MACHINERY MAINTENANCE MECHANICS       | 140             | 180           | 40                       | 28.6%             | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 93956                             | ASSEMB, FABRICATORS--EX MACH,ELECTRIC | 250             | 320           | 70                       | 28.0%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 66002                             | DENTAL ASSISTANTS                     | 180             | 230           | 50                       | 27.8%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING      |
| 87202                             | ELECTRICIANS                          | 180             | 230           | 50                       | 27.8%             | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 79011                             | GRADERS, SORTERS--AG PRODUCTS         | 110             | 140           | 30                       | 27.3%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 63032                             | SHERIFFS AND DEPUTY SHERIFFS          | 190             | 240           | 50                       | 26.3%             | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 21114                             | ACCOUNTANTS AND AUDITORS              | 270             | 340           | 70                       | 25.9%             | 5                        | BACHELOR'S DEGREE                      |
| 66008                             | NURSE AIDES, ORDERLIES, ATTENDANTS    | 470             | 590           | 120                      | 25.5%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 81008                             | FIRST-LINE SUP/MGR-PRODUCTION         | 160             | 200           | 40                       | 25.0%             | 8                        | WORK EXPERIENCE                        |
| 13011                             | MKTING, ADV, PUB-REL MANAGERS         | 120             | 150           | 30                       | 25.0%             | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 15008                             | MEDICINE, HEALTH SERVICES MGRS        | 120             | 150           | 30                       | 25.0%             | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 32508                             | EMERGENCY MEDICAL TECHNICIANS         | 120             | 150           | 30                       | 25.0%             | 7                        | POST-SECONDARY VOCATIONAL EDUCATION    |
| 32908                             | DENTAL HYGIENISTS                     | 120             | 150           | 30                       | 25.0%             | 6                        | ASSOCIATE DEGREE                       |
| 65021                             | BAKERS--BREAD AND PASTRY              | 120             | 150           | 30                       | 25.0%             | 10                       | MODERATE-TERM ON-THE-JOB TRAINING      |
| 53123                             | ADJUSTMENT CLERKS                     | 80              | 100           | 20                       | 25.0%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 55321                             | FILE CLERKS                           | 80              | 100           | 20                       | 25.0%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 87311                             | CONCRETE AND TERRAZZO FINISHERS       | 80              | 100           | 20                       | 25.0%             | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 67002                             | MAIDS AND HOUSEKEEPING CLEANERS       | 410             | 510           | 100                      | 24.4%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 55347                             | GENERAL OFFICE CLERKS                 | 1,110           | 1,380         | 270                      | 24.3%             | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| <b>TOTAL OF THESE OCCUPATIONS</b> |                                       | <b>8,610</b>    | <b>11,790</b> | <b>3,180</b>             | <b>36.9%</b>      |                          |  |

(1) Excludes not elsewhere classified (NEC) categories and occupations of less than 100 in 2004.

(2) March 1998 Benchmark

**Table 6**  
**Occupational Employment Projections (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                         | ANNUAL AVERAGES |        | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE                   |
|-----------|-------------------|------------------------------------|-----------------|--------|--------------------|-------------------|-----------------------------------|--------------------------|--|
|           |                   |                                    | 1997(2)         | 2004   |                    |                   |                                   |                          |  |
| 1         |                   | TOTAL, ALL OCCUPATIONS             | 56,040          | 66,660 | 10,620             | 19.0              | 10,870                            |                          |  |
| 2         | 10000             | MGRS AND ADMIN OCCUPATIONS         | 3,230           | 3,760  | 530                | 16.4              | 440                               |                          |  |
| 3         | 13002             | FINANCIAL MANAGERS                 | 240             | 270    | 30                 | 12.5              | 30                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 4         | 13005             | PERS, TRAINING, LABOR-REL MGRS     | 60              | 70     | 10                 | 16.7              | 10                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 5         | 13008             | PURCHASING MANAGERS                | 70              | 70     | 0                  | 0.0               | 10                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 6         | 13011             | MKTING, ADV, PUB-REL MANAGERS      | 120             | 150    | 30                 | 25.0              | 10                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 7         | 13014             | ADMINISTRATIVE SERVICES MANAGERS   | 150             | 170    | 20                 | 13.3              | 20                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 8         | 13017             | ENGINEER, MATH, AND NAT SCI MGRS   | 50              | 70     | 20                 | 40.0              | 10                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 9         | 15002             | POSTMASTERS, MAIL SUPERINTENDENTS  | 50              | 50     | 0                  | 0.0               | 10                                | 8                        | WORK EXPERIENCE                        |
| 10        | 15005             | EDUCATION ADMINISTRATORS           | 300             | 320    | 20                 | 6.7               | 50                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 11        | 15008             | MEDICINE, HEALTH SERVICES MGRS     | 120             | 150    | 30                 | 25.0              | 20                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 12        | 15011             | PROPERTY AND REAL ESTATE MANAGERS  | 90              | 120    | 30                 | 33.3              | 10                                | 5                        | BACHELOR'S DEGREE                      |
| 13        | 15014             | INDUSTRIAL PRODUCTION MANAGERS     | 70              | 80     | 10                 | 14.3              | 10                                | 5                        | BACHELOR'S DEGREE                      |
| 14        | 15017             | CONSTRUCTION MANAGERS              | 80              | 110    | 30                 | 37.5              | 10                                | 5                        | BACHELOR'S DEGREE                      |
| 16        | 15023             | COMM, TRANS, UTIL OPER MGRS        | 50              | 50     | 0                  | 0.0               | 10                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 17        | 15026             | FOOD SERVICE AND LODGING MANAGERS  | 160             | 180    | 20                 | 12.5              | 20                                | 8                        | WORK EXPERIENCE                        |
| 20        | 19002             | PUB ADMIN CHIEF EXECS, LEGISLATORS | 60              | 60     | 0                  | 0.0               | 10                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 21        | 19005             | GENERAL MANAGERS, TOP EXECUTIVES   | 1,150           | 1,380  | 230                | 20.0              | 150                               | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 22        | 19999             | MANAGERS AND ADMINISTRATORS, NEC   | 410             | 460    | 50                 | 12.2              | 50                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 23        | 20000             | PROFESSIONAL, PARAPROF, TECHNICAL  | 13,060          | 15,800 | 2,740              | 21.0              | 1,900                             |                          |  |
| 24        | 21000             | MANAGEMENT SUPPORT OCCUPATIONS     | 1,030           | 1,250  | 220                | 21.4              | 150                               |                          |  |
| 25        | 21100             | ACCOUNTANTS, AUDIT, FINANCE SPECS  | 380             | 480    | 100                | 26.3              | 50                                |                          |  |



**Table 6**  
**Occupational Employment Projections (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                          | ANNUAL AVERAGES |      | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE                |
|-----------|-------------------|-------------------------------------|-----------------|------|--------------------|-------------------|-----------------------------------|--------------------------|-------------------------------------|
|           |                   |                                     | 1997(2)         | 2004 |                    |                   |                                   |                          |                                     |
| 28        | 21108             | LOAN OFFICERS AND COUNSELORS        | 60              | 70   | 10                 | 16.7              | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 30        | 21114             | ACCOUNTANTS AND AUDITORS            | 270             | 340  | 70                 | 25.9              | 30                                | 5                        | BACHELOR'S DEGREE                   |
| 32        | 21199             | FINANCIAL SPECIALISTS, NEC          | 50              | 70   | 20                 | 40.0              | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 33        | 21300             | PURCHASING AGENTS AND BUYERS        | 90              | 100  | 10                 | 11.1              | 20                                |                          |                                     |
| 34        | 21302             | WHLE AND RET BUYERS--EX FARM PRODS  | 50              | 50   | 0                  | 0.0               | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 36        | 21308             | PURCH AGTS--EX WHLE,RET,FARM PRODS  | 40              | 50   | 10                 | 25.0              | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 37        | 21500             | PERS, TRAINING, LAB-REL SPECS       | 70              | 80   | 10                 | 14.3              | 10                                |                          |                                     |
| 41        | 21511             | PERS, TRAINING, LAB-REL SPECS, NEC  | 70              | 80   | 10                 | 14.3              | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 42        | 21900             | OTHER MANAGEMENT SUPPORT WORKERS    | 490             | 590  | 100                | 20.4              | 70                                |                          |                                     |
| 43        | 21902             | COST ESTIMATORS                     | 50              | 70   | 20                 | 40.0              | 10                                | 8                        | WORK EXPERIENCE                     |
| 44        | 21905             | MANAGEMENT ANALYSTS                 | 40              | 50   | 10                 | 25.0              | 0                                 | 3                        | MASTER'S DEGREE                     |
| 45        | 21908             | CONST AND BUILDING INSPECTORS       | 60              | 60   | 0                  | 0.0               | 10                                | 8                        | WORK EXPERIENCE                     |
| 46        | 21911             | COMPL, ENFORCE INSPECT--EX CONST    | 150             | 180  | 30                 | 20.0              | 20                                | 8                        | WORK EXPERIENCE                     |
| 48        | 21917             | ASSESSORS                           | 40              | 50   | 10                 | 25.0              | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 50        | 21999             | MANAGEMENT SUPPORT WORKERS, NEC     | 150             | 180  | 30                 | 20.0              | 20                                | 5                        | BACHELOR'S DEGREE                   |
| 51        | 22000             | ENGINEERS, ARCHITECTS, SURVEYORS    | 590             | 760  | 170                | 28.8              | 100                               |                          |                                     |
| 52        | 22100             | ENGINEERS                           | 370             | 500  | 130                | 35.1              | 60                                |                          |                                     |
| 59        | 22121             | CIVIL ENGINEERS--INCLUDING TRAFFIC  | 280             | 380  | 100                | 35.7              | 40                                | 5                        | BACHELOR'S DEGREE                   |
| 61        | 22126             | ELECT AND ELECTRONIC ENGINEERS      | 40              | 60   | 20                 | 50.0              | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 67        | 22199             | ENGINEERS, NEC                      | 50              | 60   | 10                 | 20.0              | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 73        | 22500             | ENGINEERING, RELATED TECHNICIANS    | 220             | 260  | 40                 | 18.2              | 40                                |                          |                                     |
| 74        | 22502             | CIVIL ENGINEERING TECHNICIANS       | 60              | 70   | 10                 | 16.7              | 10                                | 6                        | ASSOCIATE DEGREE                    |
| 75        | 22505             | ELECT, ELECTRONIC ENGINEERING TECHS | 50              | 60   | 10                 | 20.0              | 10                                | 6                        | ASSOCIATE DEGREE                    |
| 78        | 22514             | DRAFTERS                            | 60              | 80   | 20                 | 33.3              | 10                                | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 81        | 22599             | ENGINEERING, RELATED TECHS, NEC     | 50              | 50   | 0                  | 0.0               | 10                                | 6                        | ASSOCIATE DEGREE                    |

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**Occupational Employment Projections (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                           | ANNUAL AVERAGES |       | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE              |
|-----------|-------------------|--------------------------------------|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|-----------------------------------|
|           |                   |                                      | 1997(2)         | 2004  |                    |                   |                                   |                          |                                   |
| 82        | 24000             | NAT SCIENTISTS AND RELATED WORKERS   | 230             | 240   | 10                 | 4.3               | 40                                |                          |                                   |
| 89        | 24300             | LIFE SCIENTISTS                      | 140             | 160   | 20                 | 14.3              | 20                                |                          |                                   |
| 90        | 24302             | FORESTERS, CONSERVATION SCIENTISTS   | 70              | 70    | 0                  | 0.0               | 10                                | 5                        | BACHELOR'S DEGREE                 |
| 92        | 24308             | BIOLOGICAL SCIENTISTS                | 70              | 90    | 20                 | 28.6              | 10                                | 2                        | DOCTORAL DEGREE                   |
| 95        | 24500             | PHYSICAL, LIFE SCIENCE TECHS         | 90              | 80    | -10                | -11.1             | 20                                |                          |                                   |
| 96        | 24502             | BIOLOGICAL, AGRI, FOOD TECHS         | 30              | 40    | 10                 | 33.3              | 10                                | 6                        | ASSOCIATE DEGREE                  |
| 100       | 24599             | PHYSICAL, LIFE SCIENCE TECHS, NEC    | 60              | 40    | -20                | -33.3             | 10                                | 6                        | ASSOCIATE DEGREE                  |
| 101       | 25000             | COMPUTER, MATH, OPS RESRCH, RELATED  | 280             | 430   | 150                | 53.6              | 20                                |                          |                                   |
| 102       | 25100             | COMPUTER SCIENTISTS AND RELATED      | 280             | 430   | 150                | 53.6              | 20                                |                          |                                   |
| 103       | 25102             | SYSTEMS ANALYSTS--ELEC DATA PROC     | 80              | 120   | 40                 | 50.0              | 0                                 | 5                        | BACHELOR'S DEGREE                 |
| 105       | 25104             | COMPUTER SUPPORT SPECIALISTS         | 140             | 240   | 100                | 71.4              | 10                                | 5                        | BACHELOR'S DEGREE                 |
| 106       | 25105             | COMPUTER PROGRAMMERS                 | 60              | 70    | 10                 | 16.7              | 10                                | 5                        | BACHELOR'S DEGREE                 |
| 118       | 27000             | SOCIAL SCI, RECREATION, RELIGIOUS    | 880             | 1,220 | 340                | 38.6              | 150                               |                          |                                   |
| 119       | 27100             | SOCIAL SCI--INCL URBAN, REG PLANNERS | 110             | 120   | 10                 | 9.1               | 20                                |                          |                                   |
| 121       | 27105             | URBAN AND REGIONAL PLANNERS          | 60              | 70    | 10                 | 16.7              | 10                                | 3                        | MASTER'S DEGREE                   |
| 122       | 27108             | PSYCHOLOGISTS                        | 50              | 50    | 0                  | 0.0               | 10                                | 3                        | MASTER'S DEGREE                   |
| 124       | 27300             | OTH SOCIAL SCIENCE RELATED WORKERS   | 770             | 1,100 | 330                | 42.9              | 130                               |                          |                                   |
| 125       | 27302             | SOCIAL WORKERS--MED, PSYCHIATRIC     | 110             | 160   | 50                 | 45.5              | 10                                | 3                        | MASTER'S DEGREE                   |
| 126       | 27305             | SOCIAL WKRS--EX MED, PSYCHIATRIC     | 240             | 370   | 130                | 54.2              | 30                                | 5                        | BACHELOR'S DEGREE                 |
| 127       | 27307             | RESIDENTIAL COUNSELORS               | 170             | 200   | 30                 | 17.6              | 30                                | 5                        | BACHELOR'S DEGREE                 |
| 128       | 27308             | HUMAN SERVICES WORKERS               | 90              | 180   | 90                 | 100.0             | 30                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 129       | 27311             | RECREATION WORKERS                   | 160             | 190   | 30                 | 18.8              | 30                                | 5                        | BACHELOR'S DEGREE                 |

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| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                         | ANNUAL AVERAGES |       | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE                   |
|-----------|-------------------|------------------------------------|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|--|
|           |                   |                                    | 1997(2)         | 2004  |                    |                   |                                   |                          |  |
| 134       | 28000             | LAW AND RELATED OCCUPATIONS        | 290             | 330   | 40                 | 13.8              | 20                                |                          |  |
| 135       | 28100             | LAWYERS AND RELATED WORKERS        | 230             | 260   | 30                 | 13.0              | 20                                |                          |  |
| 136       | 28102             | JUDGES AND MAGISTRATES             | 30              | 30    | 0                  | 0.0               | 0                                 | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 137       | 28105             | ADJUDICATORS, JUDICIAL REVIEWERS   | 50              | 60    | 10                 | 20.0              | 10                                | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 138       | 28108             | LAWYERS                            | 150             | 170   | 20                 | 13.3              | 10                                | 1                        | FIRST PROFESSIONAL DEGREE              |
| 139       | 28300             | LEGAL ASSTS, TECHS, EX CLERICAL    | 60              | 70    | 10                 | 16.7              | 0                                 |                          |  |
| 144       | 28399             | LEGAL ASSTS, TECHS--EX CLER, NEC   | 60              | 70    | 10                 | 16.7              | 0                                 | 6                        | ASSOCIATE DEGREE                       |
| 145       | 31000             | TEACHERS, EDUCATORS, LIBRARIANS    | 5,550           | 6,410 | 860                | 15.5              | 770                               |                          |  |
| 146       | 31100             | POSTSECONDARY TEACHERS             | 160             | 190   | 30                 | 18.8              | 40                                |                          |  |
| 174       | 31242             | BUSINESS TEACHERS, POSTSECONDARY   | 30              | 40    | 10                 | 33.3              | 10                                | 2                        | DOCTORAL DEGREE                        |
| 178       | 31252             | EDUCATION TEACHERS, POSTSECONDARY  | 30              | 30    | 0                  | 0.0               | 10                                | 2                        | DOCTORAL DEGREE                        |
| 183       | 31299             | POSTSECONDARY TEACHERS, NEC        | 100             | 120   | 20                 | 20.0              | 20                                | 2                        | DOCTORAL DEGREE                        |
| 184       | 31300             | OTHER TEACHERS AND INSTRUCTORS     | 3,970           | 4,490 | 520                | 13.1              | 580                               |                          |  |
| 185       | 31303             | TEACHERS, PRESCHOOL                | 170             | 190   | 20                 | 11.8              | 30                                | 5                        | BACHELOR'S DEGREE                      |
| 186       | 31304             | TEACHERS, KINDERGARTEN             | 200             | 220   | 20                 | 10.0              | 30                                | 5                        | BACHELOR'S DEGREE                      |
| 187       | 31305             | TEACHERS--ELEMENTARY SCHOOL        | 1,650           | 1,780 | 130                | 7.9               | 260                               | 5                        | BACHELOR'S DEGREE                      |
| 188       | 31308             | TEACHERS--SECONDARY SCHOOL         | 780             | 900   | 120                | 15.4              | 180                               | 5                        | BACHELOR'S DEGREE                      |
| 189       | 31311             | TEACHERS--SPECIAL EDUCATION        | 390             | 480   | 90                 | 23.1              | 20                                | 5                        | BACHELOR'S DEGREE                      |
| 190       | 31314             | TEACHERS--VOC ED AND TRAINING      | 260             | 290   | 30                 | 11.5              | 20                                | 8                        | WORK EXPERIENCE                        |
| 191       | 31317             | INSTRUCTORS--NON-VOC EDUCATION     | 60              | 80    | 20                 | 33.3              | 10                                | 8                        | WORK EXPERIENCE                        |
| 192       | 31321             | INSTRUCTORS AND COACHES--SPORTS    | 280             | 340   | 60                 | 21.4              | 20                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING      |
| 194       | 31399             | TEACHERS AND INSTRUCTORS, NEC      | 180             | 210   | 30                 | 16.7              | 10                                | 3                        | MASTER'S DEGREE                        |
| 195       | 31500             | LIBRARIANS, ARCHIVISTS AND RELATED | 1,420           | 1,730 | 310                | 21.8              | 150                               |                          |  |
| 196       | 31502             | LIBRARIANS--PROFESSIONAL           | 40              | 50    | 10                 | 25.0              | 10                                | 3                        | MASTER'S DEGREE                        |



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| LINE # | CA OES CODE | OCCUPATION                           | ANNUAL AVERAGES |       | ABSOLUTE CHANGE | PERCENT CHANGE | OPENINGS DUE TO SEPARATIONS | BLS TRAINING LEVEL | EDUCATION/EXPERIENCE                |
|--------|-------------|--------------------------------------|-----------------|-------|-----------------|----------------|-----------------------------|--------------------|-------------------------------------|
|        |             |                                      | 1997(2)         | 2004  |                 |                |                             |                    |                                     |
| 197    | 31505       | TECHNICAL ASSISTANTS--LIBRARY        | 80              | 90    | 10              | 12.5           | 20                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING      |
| 200    | 31514       | VOCATIONAL & EDUCATIONAL COUNSELOR   | 130             | 160   | 30              | 23.1           | 20                          | 3                  | MASTER'S DEGREE                     |
| 201    | 31517       | INSTRUCTIONAL COORDINATORS           | 40              | 50    | 10              | 25.0           | 0                           | 5                  | BACHELOR'S DEGREE                   |
| 202    | 31521       | TEACHER AIDES, PARAPROFESSIONAL      | 1,130           | 1,380 | 250             | 22.1           | 100                         | 6                  | ASSOCIATE DEGREE                    |
| 203    | 32000       | HEALTH PRACTITIONERS, TECHS, RELATED | 2,690           | 3,300 | 610             | 22.7           | 400                         |                    |                                     |
| 204    | 32100       | HEALTH DIAGNOSING, TREATING          | 250             | 300   | 50              | 20.0           | 40                          |                    |                                     |
| 205    | 32102       | PHYSICIANS AND SURGEONS              | 170             | 200   | 30              | 17.6           | 20                          | 1                  | FIRST PROFESSIONAL DEGREE           |
| 206    | 32105       | DENTISTS                             | 50              | 60    | 10              | 20.0           | 10                          | 1                  | FIRST PROFESSIONAL DEGREE           |
| 210    | 32114       | VETS AND VETERINARY INSPECTORS       | 30              | 40    | 10              | 33.3           | 10                          | 1                  | FIRST PROFESSIONAL DEGREE           |
| 212    | 32300       | THERAPISTS                           | 170             | 240   | 70              | 41.2           | 30                          |                    |                                     |
| 213    | 32302       | RESPIRATORY CARE PRACTITIONERS       | 50              | 80    | 30              | 60.0           | 10                          | 6                  | ASSOCIATE DEGREE                    |
| 215    | 32308       | PHYSICAL THERAPISTS                  | 50              | 60    | 10              | 20.0           | 10                          | 5                  | BACHELOR'S DEGREE                   |
| 217    | 32314       | SPEECH PATHOLOGISTS, AUDIOLOGISTS    | 70              | 100   | 30              | 42.9           | 10                          | 3                  | MASTER'S DEGREE                     |
| 220    | 32500       | HEALTH CARE MAINTENANCE, TREATING    | 1,600           | 1,940 | 340             | 21.2           | 210                         |                    |                                     |
| 221    | 32502       | REGISTERED NURSES                    | 940             | 1,150 | 210             | 22.3           | 110                         | 6                  | ASSOCIATE DEGREE                    |
| 222    | 32505       | LICENSED VOCATIONAL NURSES           | 270             | 310   | 40              | 14.8           | 40                          | 7                  | POST-SECONDARY VOCATIONAL EDUCATION |
| 223    | 32508       | EMERGENCY MEDICAL TECHNICIANS        | 120             | 150   | 30              | 25.0           | 20                          | 7                  | POST-SECONDARY VOCATIONAL EDUCATION |
| 224    | 32511       | PHYSICIAN'S ASSISTANTS               | 70              | 90    | 20              | 28.6           | 10                          | 5                  | BACHELOR'S DEGREE                   |
| 225    | 32514       | OPTICIANS--DISPENSING, MEASURING     | 40              | 50    | 10              | 25.0           | 0                           | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 226    | 32517       | PHARMACISTS                          | 90              | 110   | 20              | 22.2           | 20                          | 5                  | BACHELOR'S DEGREE                   |
| 227    | 32518       | PHARMACY TECHNICIANS                 | 70              | 80    | 10              | 14.3           | 10                          | 10                 | MODERATE-TERM ON-THE-JOB TRAINING   |
| 230    | 32900       | OTHER HEALTH PROFS, PARAPROFS        | 670             | 820   | 150             | 22.4           | 120                         |                    |                                     |
| 231    | 32902       | MED, CLINICAL LAB TECHNOLOGISTS      | 60              | 70    | 10              | 16.7           | 10                          | 5                  | BACHELOR'S DEGREE                   |
| 232    | 32905       | MED, CLINICAL LAB ASSISTANTS         | 60              | 70    | 10              | 16.7           | 10                          | 6                  | ASSOCIATE DEGREE                    |
| 233    | 32908       | DENTAL HYGIENISTS                    | 120             | 150   | 30              | 25.0           | 20                          | 6                  | ASSOCIATE DEGREE                    |
| 234    | 32911       | MEDICAL RECORDS TECHNICIANS          | 50              | 60    | 10              | 20.0           | 10                          | 6                  | ASSOCIATE DEGREE                    |
| 237    | 32919       | RADIOLOGIC TECHNOLOGISTS             | 70              | 90    | 20              | 28.6           | 10                          | 6                  | ASSOCIATE DEGREE                    |



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|-----------|-------------------|--------------------------------------|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|-------------------------------------|
|           |                   |                                      | 1997(2)         | 2004  |                    |                   |                                   |                          |                                     |
| 241       | 32928             | SURGICAL TECHNICIANS                 | 30              | 40    | 10                 | 33.3              | 10                                | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 243       | 32951             | VETERINARY TECHNICIANS               | 50              | 50    | 0                  | 0.0               | 10                                | 6                        | ASSOCIATE DEGREE                    |
| 244       | 32999             | HEALTH CARE PROFS, PARAPROFS, NEC    | 230             | 290   | 60                 | 26.1              | 40                                | 6                        | ASSOCIATE DEGREE                    |
| 245       | 34000             | WRITERS, ARTISTS, ENTER, ATHLETES    | 60              | 60    | 0                  | 0.0               | 20                                |                          |                                     |
| 246       | 34002             | WRITERS AND EDITORS                  | 30              | 30    | 0                  | 0.0               | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 249       | 34011             | REPORTERS AND CORRESPONDENTS         | 30              | 30    | 0                  | 0.0               | 10                                | 5                        | BACHELOR'S DEGREE                   |
| 266       | 39000             | MISC PROFS, PARAPROFS, TECHNICAL     | 1,460           | 1,800 | 340                | 23.3              | 230                               |                          |                                     |
| 272       | 39999             | OTHER PROF, PARAPROF, TECHNICAL      | 1,460           | 1,800 | 340                | 23.3              | 230                               | 5                        | BACHELOR'S DEGREE                   |
| 273       | 40000             | SALES AND RELATED OCCUPATIONS        | 7,080           | 8,590 | 1,510              | 21.3              | 1,800                             |                          |                                     |
| 274       | 41000             | FIRST-LINE SUP/MGR--SALES            | 760             | 930   | 170                | 22.4              | 70                                | 8                        | WORK EXPERIENCE                     |
| 275       | 43000             | SALES AGENTS--SERVICE                | 250             | 570   | 320                | 128.0             | 60                                |                          |                                     |
| 276       | 43002             | SALES AGENTS, PLACERS--INSURANCE     | 60              | 70    | 10                 | 16.7              | 10                                | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 277       | 43005             | BROKERS--REAL ESTATE                 | 40              | 50    | 10                 | 25.0              | 10                                | 8                        | WORK EXPERIENCE                     |
| 281       | 43017             | SALES AGENTS--SEL BUS SERVICES       | 70              | 110   | 40                 | 57.1              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 282       | 43021             | TRAVEL AGENTS                        | 30              | 280   | 250                | 833.3             | 20                                | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 283       | 43023             | SALES AGENTS--ADVERTISING            | 50              | 60    | 10                 | 20.0              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 285       | 49000             | MERCH, PRODUCTS AND OTHER SALES      | 6,070           | 7,090 | 1,020              | 16.8              | 1,670                             |                          |                                     |
| 287       | 49005             | SALES REPS, SCIENTIFIC--EX RETAIL    | 140             | 180   | 40                 | 28.6              | 30                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 288       | 49008             | SALES REPS, NON-SCIENTIFIC EX RETAIL | 480             | 560   | 80                 | 16.7              | 90                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 289       | 49011             | SALESPERSONS, RETAIL                 | 1,920           | 2,270 | 350                | 18.2              | 520                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 290       | 49014             | SALESPERSONS--PARTS                  | 180             | 190   | 10                 | 5.6               | 40                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |

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|------------|-------------------|---|-----------------|---------------|--------------------|-------------------|-----------------------------------|--------------------------|-----------------------------------|
|            |                   |   | 1997(2)         | 2004          |                    |                   |                                   |                          |                                   |
| 291        | 49017             | COUNTER AND RENTAL CLERKS               | 240             | 290           | 50                 | 20.8              | 80                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 292        | 49021             | STOCK CLERKS--SALES FLOOR               | 680             | 710           | 30                 | 4.4               | 70                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 293        | 49023             | CASHIERS                                | 1,920           | 2,310         | 390                | 20.3              | 730                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 294        | 49026             | TELEMARKETERS, SOLICITORS & RELATED     | 130             | 160           | 30                 | 23.1              | 30                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 295        | 49034             | DEMONSTRATORS AND PROMOTERS             | 100             | 100           | 0                  | 0.0               | 20                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 297        | 49999             | SALES AND RELATED WORKERS, NEC          | 280             | 320           | 40                 | 14.3              | 60                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| <b>298</b> | <b>50000</b>      | <b>CLERICAL, ADMINISTRATIVE SUPPORT</b> | <b>8,910</b>    | <b>10,120</b> | <b>1,210</b>       | <b>13.6</b>       | <b>1,400</b>                      |                          |                                   |
| 299        | 51000             | FIRST-LINE SUP/MGR, CLERL, ADM SUP      | 640             | 780           | 140                | 21.9              | 110                               | 8                        | WORK EXPERIENCE                   |
| 300        | 53000             | INDUSTRY SPECIFIC CLERICAL, ADMIN       | 1,620           | 1,810         | 190                | 11.7              | 310                               |                          |                                   |
| 301        | 53100             | BANKING, SECURITY, FINANCE, CREDIT      | 550             | 610           | 60                 | 10.9              | 140                               |                          |                                   |
| 302        | 53102             | TELLERS                                 | 350             | 370           | 20                 | 5.7               | 120                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 303        | 53105             | NEW ACCOUNTS CLERKS                     | 70              | 80            | 10                 | 14.3              | 20                                | 8                        | WORK EXPERIENCE                   |
| 308        | 53121             | LOAN AND CREDIT CLERKS                  | 50              | 60            | 10                 | 20.0              | 0                                 | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 309        | 53123             | ADJUSTMENT CLERKS                       | 80              | 100           | 20                 | 25.0              | 0                                 | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 312        | 53300             | INSURANCE WORKERS                       | 100             | 120           | 20                 | 20.0              | 20                                |                          |                                   |
| 313        | 53302             | INS ADJUST, EXAMIN, INVESTIGATORS       | 50              | 60            | 10                 | 20.0              | 10                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 316        | 53311             | INSURANCE CLAIMS CLERKS                 | 50              | 60            | 10                 | 20.0              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 318        | 53500             | INVESTIGATIVE, RELATED, EX INSUR        | 400             | 400           | 0                  | 0.0               | 60                                |                          |                                   |
| 319        | 53502             | WELFARE ELIG WORKERS, INTERVIEWERS      | 340             | 330           | -10                | -2.9              | 50                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 321        | 53508             | BILL AND ACCOUNT COLLECTORS             | 60              | 70            | 10                 | 16.7              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 322        | 53700             | MUNICIPAL WORKERS                       | 110             | 120           | 10                 | 9.1               | 10                                |                          |                                   |
| 323        | 53702             | COURT CLERKS                            | 110             | 120           | 10                 | 9.1               | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |

**Table 6**  
**Occupational Employment Projections (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                           | ANNUAL AVERAGES |       | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE                |
|-----------|-------------------|--------------------------------------|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|-------------------------------------|
|           |                   |                                      | 1997(2)         | 2004  |                    |                   |                                   |                          |                                     |
| 326       | 53800             | LODGING AND TRAVEL WORKERS           | 70              | 90    | 20                 | 28.6              | 20                                |                          |                                     |
| 329       | 53808             | HOTEL DESK CLERKS                    | 70              | 90    | 20                 | 28.6              | 20                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 330       | 53900             | MISC INDUSTRY SPECIFIC CLERICAL      | 390             | 470   | 80                 | 20.5              | 60                                |                          |                                     |
| 331       | 53902             | LIBRARY ASSTS & BOOKMOBILE DRIVERS   | 70              | 80    | 10                 | 14.3              | 30                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 332       | 53905             | TEACHER AIDES & EDUC ASSTS, CLERICAL | 320             | 390   | 70                 | 21.9              | 30                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 336       | 55000             | SECRETARIAL, GENERAL OFFICE OCCS     | 4,570           | 5,180 | 610                | 13.3              | 700                               |                          |                                     |
| 337       | 55100             | SECRETARIES                          | 1,100           | 1,180 | 80                 | 7.3               | 120                               |                          |                                     |
| 338       | 55102             | SECRETARIES, LEGAL                   | 110             | 120   | 10                 | 9.1               | 10                                | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 339       | 55105             | SECRETARIES, MEDICAL                 | 80              | 90    | 10                 | 12.5              | 10                                | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 340       | 55108             | SECRETARIES, GENERAL                 | 910             | 970   | 60                 | 6.6               | 100                               | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 341       | 55300             | MISC SECRETARIAL, GENL OFF OCCS      | 3,470           | 4,000 | 530                | 15.3              | 580                               |                          |                                     |
| 342       | 55302             | STENOGRAPHERS AND/OR COURT REPORTERS | 40              | 50    | 10                 | 25.0              | 10                                | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 343       | 55305             | RECEPTIONISTS, INFORMATION CLERKS    | 480             | 590   | 110                | 22.9              | 70                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 344       | 55307             | TYPISTS, INCLUDING WORD PROCESSING   | 330             | 280   | -50                | -15.2             | 40                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 345       | 55314             | PERS CLERKS--EX PAYROLL              | 30              | 40    | 10                 | 33.3              | 0                                 | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 347       | 55321             | FILE CLERKS                          | 80              | 100   | 20                 | 25.0              | 20                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 348       | 55323             | ORDER CLERKS--MATERIALS, SERVICE     | 80              | 90    | 10                 | 12.5              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 349       | 55326             | PROCUREMENT CLERKS                   | 30              | 30    | 0                  | 0.0               | 0                                 | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 351       | 55332             | INTERVIEW CLERKS--EX PERS, WELFARE   | 40              | 50    | 10                 | 25.0              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 352       | 55335             | CUSTOMER SERVICE REPS--UTILITIES     | 60              | 80    | 20                 | 33.3              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 353       | 55338             | BOOKKEEPING, ACCOUNTING CLERKS       | 1,000           | 1,090 | 90                 | 9.0               | 130                               | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 354       | 55341             | PAYROLL AND TIMEKEEPING CLERKS       | 60              | 60    | 0                  | 0.0               | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 355       | 55344             | BILLING, COST, AND RATE CLERKS       | 130             | 160   | 30                 | 23.1              | 20                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 356       | 55347             | GENERAL OFFICE CLERKS                | 1,110           | 1,380 | 270                | 24.3              | 250                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |



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**NORTH CENTRAL CONSORTIUM**

| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                         | ANNUAL AVERAGES |       | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE                |
|-----------|-------------------|------------------------------------|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|-------------------------------------|
|           |                   |                                    | 1997(2)         | 2004  |                    |                   |                                   |                          |                                     |
| 357       | 56000             | EDP AND OFFICE MACHINE OCCUPATIONS | 140             | 140   | 0                  | 0.0               | 10                                |                          |                                     |
| 358       | 56002             | BILLING, POSTING, CALC MACHINE OPS | 40              | 40    | 0                  | 0.0               | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 361       | 56011             | COMPUTER OPS--EX PERIPHERAL EQUIP  | 50              | 40    | -10                | -20.0             | 0                                 | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 363       | 56017             | DATA ENTRY KEYERS--EX COMPOSING    | 50              | 60    | 10                 | 20.0              | 0                                 | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 366       | 57000             | COMMUNICATIONS, MAIL DISTRIBUTION  | 270             | 290   | 20                 | 7.4               | 60                                |                          |                                     |
| 367       | 57100             | COMMUNICATION EQUIPMENT OPERATORS  | 60              | 60    | 0                  | 0.0               | 10                                |                          |                                     |
| 368       | 57102             | SWITCHBOARD OPERATORS              | 60              | 60    | 0                  | 0.0               | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 373       | 57300             | MAIL, MESSAGE DISTRIBUTION WORKERS | 210             | 230   | 20                 | 9.5               | 50                                |                          |                                     |
| 375       | 57305             | POSTAL MAIL CARRIERS               | 170             | 190   | 20                 | 11.8              | 40                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 377       | 57311             | MESSENGERS                         | 40              | 40    | 0                  | 0.0               | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 378       | 58000             | MATERIAL RECORDING, DISPATCHING    | 1,110           | 1,230 | 120                | 10.8              | 140                               |                          |                                     |
| 379       | 58002             | DISPATCH--POLICE, FIRE, AMBULANCE  | 80              | 80    | 0                  | 0.0               | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 380       | 58005             | DISPATCH--EX POLICE, FIRE, AMBUL   | 90              | 110   | 20                 | 22.2              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 381       | 58008             | PROD, PLANNING, EXPEDITING CLERKS  | 40              | 40    | 0                  | 0.0               | 0                                 | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 383       | 58014             | METER READERS--UTILITIES           | 50              | 60    | 10                 | 20.0              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 384       | 58017             | WEIGHERS, MEASURERS--RECORDKEEPING | 40              | 40    | 0                  | 0.0               | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 386       | 58023             | STOCK CLERKS--STOCKROOM, WAREHOUSE | 310             | 360   | 50                 | 16.1              | 30                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 387       | 58026             | ORDER FILLERS--WHLE & RET SALES    | 80              | 90    | 10                 | 12.5              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 388       | 58028             | TRAFFIC, SHIPPING, RECEIVING CLKS  | 390             | 420   | 30                 | 7.7               | 50                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 389       | 58099             | MATERIAL RECORDING, RELATED, NEC   | 30              | 30    | 0                  | 0.0               | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 390       | 59000             | CLERICAL, ADMIN SUPPORT, NEC       | 560             | 690   | 130                | 23.2              | 70                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |



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| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                        | ANNUAL AVERAGES |        | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE              |
|-----------|-------------------|-----------------------------------|-----------------|--------|--------------------|-------------------|-----------------------------------|--------------------------|-----------------------------------|
|           |                   |                                   | 1997(2)         | 2004   |                    |                   |                                   |                          |                                   |
| 392       | 60000             | SERVICE OCCUPATIONS               | 9,840           | 11,520 | 1,680              | 17.1              | 2,630                             |                          |                                   |
| 393       | 61000             | FIRST-LINE SUP/MGR--SERVICE       | 490             | 570    | 80                 | 16.3              | 90                                |                          |                                   |
| 394       | 61002             | FIRE FIGHTING & PREVENTION SUPS   | 80              | 90     | 10                 | 12.5              | 20                                | 8                        | WORK EXPERIENCE                   |
| 395       | 61005             | POLICE AND DETECTIVE SUPERVISORS  | 70              | 80     | 10                 | 14.3              | 10                                | 8                        | WORK EXPERIENCE                   |
| 396       | 61008             | HOUSEKEEPING SUPERVISORS          | 30              | 40     | 10                 | 33.3              | 10                                | 8                        | WORK EXPERIENCE                   |
| 397       | 61099             | FIRST-LINE SUP/MGR SERV WKRS, NEC | 310             | 360    | 50                 | 16.1              | 50                                | 8                        | WORK EXPERIENCE                   |
| 398       | 63000             | PROTECTIVE SERVICE OCCUPATIONS    | 1,220           | 1,560  | 340                | 27.9              | 270                               |                          |                                   |
| 401       | 63008             | FIRE FIGHTERS                     | 220             | 230    | 10                 | 4.5               | 40                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 403       | 63014             | POLICE PATROL OFFICERS            | 280             | 370    | 90                 | 32.1              | 60                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 404       | 63017             | CORRECTION OFFICERS, JAILERS      | 210             | 270    | 60                 | 28.6              | 50                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 409       | 63032             | SHERIFFS AND DEPUTY SHERIFFS      | 190             | 240    | 50                 | 26.3              | 10                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 413       | 63044             | CROSSING GUARDS                   | 80              | 80     | 0                  | 0.0               | 20                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 414       | 63047             | GUARDS AND WATCH GUARDS           | 170             | 270    | 100                | 58.8              | 40                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 415       | 63099             | PROTECTIVE SERVICE WORKERS, NEC   | 70              | 100    | 30                 | 42.9              | 50                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 416       | 65000             | FOOD, BEV PREP AND SERVICE OCCS   | 4,700           | 5,100  | 400                | 8.5               | 1,720                             |                          |                                   |
| 417       | 65002             | HOSTS, HOSTESSES--RESTAURANTS     | 140             | 150    | 10                 | 7.1               | 30                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 418       | 65005             | BARTENDERS                        | 190             | 190    | 0                  | 0.0               | 60                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 419       | 65008             | WAITERS AND WAITRESSES            | 1,040           | 1,140  | 100                | 9.6               | 430                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 421       | 65014             | DINING RM ATTENDANTS, BAR HELPERS | 220             | 230    | 10                 | 4.5               | 60                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 422       | 65017             | COUNTER ATTENDANTS--FOOD          | 300             | 330    | 30                 | 10.0              | 230                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 423       | 65021             | BAKERS--BREAD AND PASTRY          | 120             | 150    | 30                 | 25.0              | 30                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 424       | 65023             | BUTCHERS AND MEAT CUTTERS         | 130             | 130    | 0                  | 0.0               | 20                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 425       | 65026             | COOKS--RESTAURANT                 | 400             | 440    | 40                 | 10.0              | 90                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 426       | 65028             | COOKS--INSTITUTION OR CAFETERIA   | 190             | 200    | 10                 | 5.3               | 40                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 427       | 65032             | COOKS--SPECIALTY FAST FOOD        | 270             | 290    | 20                 | 7.4               | 60                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |

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| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                          | ANNUAL AVERAGES |       | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE                |
|-----------|-------------------|-------------------------------------|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|-------------------------------------|
|           |                   |                                     | 1997(2)         | 2004  |                    |                   |                                   |                          |                                     |
| 428       | 65035             | COOKS--SHORT ORDER                  | 100             | 110   | 10                 | 10.0              | 20                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 429       | 65038             | FOOD PREPARATION WORKERS            | 660             | 700   | 40                 | 6.1               | 270                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 430       | 65041             | COMBINED FOOD PREP AND SERVICE      | 850             | 920   | 70                 | 8.2               | 350                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 431       | 65099             | FOOD SERVICE WORKERS, NEC           | 90              | 120   | 30                 | 33.3              | 30                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 432       | 66000             | HEALTH SERVICE, RELATED OCCS        | 1,010           | 1,300 | 290                | 28.7              | 140                               |                          |                                     |
| 433       | 66002             | DENTAL ASSISTANTS                   | 180             | 230   | 50                 | 27.8              | 20                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 434       | 66005             | MEDICAL ASSISTANTS                  | 120             | 170   | 50                 | 41.7              | 30                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 435       | 66008             | NURSE AIDES, ORDERLIES, ATTENDANTS  | 470             | 590   | 120                | 25.5              | 50                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 436       | 66011             | HOME HEALTH CARE WORKERS            | 130             | 170   | 40                 | 30.8              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 438       | 66017             | PHYSICAL THERAPY ASSISTANTS & AIDES | 30              | 40    | 10                 | 33.3              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 441       | 66026             | PHARMACY AIDES                      | 40              | 50    | 10                 | 25.0              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 442       | 66099             | HEALTH SERVICE WORKERS, NEC         | 40              | 50    | 10                 | 25.0              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 443       | 67000             | CLEANING, BLDING SERV EX PRIV HOUSE | 1,450           | 1,680 | 230                | 15.9              | 230                               |                          |                                     |
| 444       | 67002             | MAIDS AND HOUSEKEEPING CLEANERS     | 410             | 510   | 100                | 24.4              | 60                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 445       | 67005             | JANITORS, CLEANERS--EXCEPT MAIDS    | 910             | 1,030 | 120                | 13.2              | 150                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 448       | 67099             | CLEANING, BLDING SERV--EX PH, NEC   | 130             | 140   | 10                 | 7.7               | 20                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 449       | 68000             | MISC PERSONAL SERVICE OCCUPATIONS   | 620             | 870   | 250                | 40.3              | 100                               |                          |                                     |
| 451       | 68005             | HAIRDRESSERS, HAIRSTYLISTS          | 130             | 130   | 0                  | 0.0               | 20                                | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 454       | 68014             | AMUSEMENT, RECREATION ATTENDANTS    | 240             | 410   | 170                | 70.8              | 50                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 456       | 68021             | USHERS, LOBBY ATTENDANTS            | 40              | 50    | 10                 | 25.0              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 461       | 68035             | PERSONAL AND HOME CARE AIDES        | 40              | 60    | 20                 | 50.0              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 462       | 68038             | CHILD CARE WORKERS                  | 170             | 220   | 50                 | 29.4              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 464       | 69000             | MISC SERVICE WORKERS                | 350             | 440   | 90                 | 25.7              | 80                                | 8                        | WORK EXPERIENCE                     |

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|--------|-------------|------------------------------------|-----------------|--------|-----------------|----------------|-----------------------------|--------------------|-----------------------------------|
|        |             |                                    | 1997(2)         | 2004   |                 |                |                             |                    |                                   |
| 466    | 70000       | AGRICULTURAL, FORESTRY, FISHING    | 1,400           | 1,680  | 280             | 20.0           | 300                         |                    |                                   |
| 467    | 72000       | FIRST-LINE SUP/MGR--AG, FOR, FISH  | 90              | 100    | 10              | 11.1           | 10                          | 8                  | WORK EXPERIENCE                   |
| 469    | 73000       | TIMBER CUTTING AND LOGGING         | 130             | 160    | 30              | 23.1           | 30                          |                    |                                   |
| 470    | 73002       | FALLERS AND BUCKERS                | 40              | 50     | 10              | 25.0           | 10                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 471    | 73005       | CHOKE SETTERS                      | 30              | 30     | 0               | 0.0            | 10                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 472    | 73008       | LOG HANDLING EQUIPMENT OPERATORS   | 30              | 40     | 10              | 33.3           | 10                          | 10                 | MODERATE-TERM ON-THE-JOB TRAINING |
| 473    | 73011       | LOGGING TRACTOR OPERATORS          | 30              | 40     | 10              | 33.3           | 0                           | 10                 | MODERATE-TERM ON-THE-JOB TRAINING |
| 475    | 79000       | MISC AG, FORESTRY, FISHING         | 1,180           | 1,420  | 240             | 20.3           | 260                         |                    |                                   |
| 476    | 79002       | FOREST, CONSERVATION WORKERS       | 110             | 120    | 10              | 9.1            | 20                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 478    | 79011       | GRADERS, SORTERS--AG PRODUCTS      | 110             | 140    | 30              | 27.3           | 20                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 481    | 79017       | ANIMAL CARETAKERS--EXCEPT FARM     | 50              | 60     | 10              | 20.0           | 10                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 483    | 79033       | PRUNERS                            | 170             | 190    | 20              | 11.8           | 40                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 485    | 79041       | LABORERS, LANDSCAPING/GRNDSKEEPING | 490             | 600    | 110             | 22.4           | 120                         | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 486    | 79806       | VETERINARY ASSISTANTS              | 40              | 50     | 10              | 25.0           | 0                           | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 489    | 79999       | AG, FORESTRY, FISHING--NEC         | 210             | 260    | 50              | 23.8           | 50                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 490    | 80000       | PROD, CONST, OPER, MAT HANDLING    | 12,520          | 15,190 | 2,670           | 21.3           | 2,400                       |                    |                                   |
| 491    | 81000       | FIRST-LINE SUP/MGR-BLUE COLLAR     | 720             | 890    | 170             | 23.6           | 160                         |                    |                                   |
| 492    | 81002       | FIRST-LINE SUP/MGR-MECH, REPAIRERS | 180             | 200    | 20              | 11.1           | 40                          | 8                  | WORK EXPERIENCE                   |
| 493    | 81005       | FIRST-LINE SUP/MGR-CONSTRUCTION    | 120             | 160    | 40              | 33.3           | 30                          | 8                  | WORK EXPERIENCE                   |
| 494    | 81008       | FIRST-LINE SUP/MGR-PRODUCTION      | 160             | 200    | 40              | 25.0           | 40                          | 8                  | WORK EXPERIENCE                   |
| 495    | 81011       | FIRST-LINE SUP/MGR-TRANSPORTATION  | 50              | 60     | 10              | 20.0           | 10                          | 8                  | WORK EXPERIENCE                   |



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|--------|-------------|------------------------------------|-----------------|-------|-----------------|----------------|-----------------------------|--------------------|-------------------------------------|
|        |             |                                    | 1997(2)         | 2004  |                 |                |                             |                    |                                     |
| 496    | 81017       | FIRST-LINE SUP/MGR-HELP, LABORERS  | 70              | 80    | 10              | 14.3           | 10                          | 8                  | WORK EXPERIENCE                     |
| 497    | 81099       | FIRST-LINE SUP/MGR-BLUE COLLAR NEC | 140             | 190   | 50              | 35.7           | 30                          | 8                  | WORK EXPERIENCE                     |
| 498    | 83000       | INSPECTORS, RELATED OCCUPATIONS    | 190             | 210   | 20              | 10.5           | 40                          |                    |                                     |
| 500    | 83005       | PROD INSPECTORS, TESTERS, & GRADER | 150             | 160   | 10              | 6.7            | 30                          | 8                  | WORK EXPERIENCE                     |
| 502    | 83099       | INSPECTORS, TESTERS, RELATED, NEC  | 40              | 50    | 10              | 25.0           | 10                          | 8                  | WORK EXPERIENCE                     |
| 503    | 85000       | MECHANICS, INSTALLERS, REPAIRERS   | 2,190           | 2,630 | 440             | 20.1           | 440                         |                    |                                     |
| 504    | 85100       | MACHINERY AND RELATED MECHANICS    | 990             | 1,180 | 190             | 19.2           | 180                         |                    |                                     |
| 505    | 85110       | MACHINERY MAINTENANCE MECHANICS    | 140             | 180   | 40              | 28.6           | 20                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 510    | 85118       | MAINT MECHANICS--WATER, POWER      | 40              | 50    | 10              | 25.0           | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 511    | 85119       | MACHINERY MAINT MECHANICS, NEC     | 50              | 50    | 0               | 0.0            | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 512    | 85123       | MILLWRIGHTS                        | 30              | 40    | 10              | 33.3           | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 514    | 85128       | MACHINERY MAINTENANCE WORKERS      | 40              | 50    | 10              | 25.0           | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 515    | 85132       | MAINT REPAIRERS, GENL UTILITY      | 690             | 810   | 120             | 17.4           | 120                         | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 516    | 85300       | MOBILE EQUIP MECHANICS, REPAIRERS  | 800             | 940   | 140             | 17.5           | 170                         |                    |                                     |
| 517    | 85302       | AUTOMOTIVE MECHANICS               | 460             | 520   | 60              | 13.0           | 90                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 518    | 85305       | AUTOMOTIVE BODY, RELATED REPAIRERS | 80              | 90    | 10              | 12.5           | 20                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 520    | 85311       | BUS AND TRUCK MECHANICS            | 90              | 120   | 30              | 33.3           | 20                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 521    | 85314       | MOBILE HEAVY EQUIP MECH--EX ENGINE | 100             | 110   | 10              | 10.0           | 20                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 523    | 85321       | FARM EQUIPMENT MECHANICS           | 40              | 50    | 10              | 25.0           | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 524    | 85323       | AIRCRAFT MECHANICS                 | 30              | 50    | 20              | 66.7           | 10                          | 7                  | POST-SECONDARY VOCATIONAL EDUCATION |
| 535    | 85700       | OTHER ELECTRICAL EQUIP MECHANICS   | 160             | 220   | 60              | 37.5           | 40                          |                    |                                     |
| 536    | 85702       | TELEPHONE, CABLE TV INSTALLERS     | 80              | 110   | 30              | 37.5           | 20                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 543    | 85723       | ELECT POWERLINE INSTALLERS         | 80              | 110   | 30              | 37.5           | 20                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |
| 547    | 85900       | MISC MECH, INSTALLERS, REPAIRERS   | 240             | 290   | 50              | 20.8           | 50                          |                    |                                     |
| 548    | 85902       | HEATING, AC, REFRIG MECHANICS      | 60              | 90    | 30              | 50.0           | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING       |



**Table 6**  
**Occupational Employment Projections (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| LINE # | CA OES CODE | OCCUPATION                         | ANNUAL AVERAGES |       | ABSOLUTE CHANGE | PERCENT CHANGE | OPENINGS DUE TO SEPARATIONS | BLS TRAINING LEVEL | EDUCATION/EXPERIENCE              |
|--------|-------------|------------------------------------|-----------------|-------|-----------------|----------------|-----------------------------|--------------------|-----------------------------------|
|        |             |                                    | 1997(2)         | 2004  |                 |                |                             |                    |                                   |
| 564    | 85953       | TIRE REPAIRERS AND CHANGERS        | 80              | 90    | 10              | 12.5           | 30                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 566    | 85999       | MECHS, INSTALLERS, REPAIRERS, NEC  | 100             | 110   | 10              | 10.0           | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING     |
| 567    | 87000       | CONSTRUCTION TRADES                | 1,360           | 1,810 | 450             | 33.1           | 250                         |                    |                                   |
| 568    | 87100       | CARPENTERS AND RELATED WORKERS     | 500             | 680   | 180             | 36.0           | 90                          |                    |                                   |
| 569    | 87102       | CARPENTERS                         | 400             | 560   | 160             | 40.0           | 90                          | 9                  | LONG-TERM ON-THE-JOB TRAINING     |
| 571    | 87108       | DRYWALL INSTALLERS                 | 40              | 50    | 10              | 25.0           | 0                           | 10                 | MODERATE-TERM ON-THE-JOB TRAINING |
| 572    | 87111       | TAPERS                             | 30              | 40    | 10              | 33.3           | 0                           | 10                 | MODERATE-TERM ON-THE-JOB TRAINING |
| 573    | 87114       | LATHERS                            | 30              | 30    | 0               | 0.0            | 0                           | 10                 | MODERATE-TERM ON-THE-JOB TRAINING |
| 575    | 87200       | ELECTRICIANS AND RELATED WORKERS   | 180             | 230   | 50              | 27.8           | 30                          |                    |                                   |
| 576    | 87202       | ELECTRICIANS                       | 180             | 230   | 50              | 27.8           | 30                          | 9                  | LONG-TERM ON-THE-JOB TRAINING     |
| 577    | 87300       | MASONS AND RELATED WORKERS         | 80              | 100   | 20              | 25.0           | 10                          |                    |                                   |
| 581    | 87311       | CONCRETE AND TERRAZZO FINISHERS    | 80              | 100   | 20              | 25.0           | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING     |
| 584    | 87400       | PAINTERS AND RELATED WORKERS       | 80              | 120   | 40              | 50.0           | 20                          |                    |                                   |
| 585    | 87402       | PAINTERS, PAPERHANGERS--CONST      | 80              | 120   | 40              | 50.0           | 20                          | 10                 | MODERATE-TERM ON-THE-JOB TRAINING |
| 586    | 87500       | PLUMBERS AND RELATED WORKERS       | 120             | 160   | 40              | 33.3           | 10                          |                    |                                   |
| 587    | 87502       | PLUMBERS, PIPEFITTERS, STEAMFITTER | 120             | 160   | 40              | 33.3           | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING     |
| 595    | 87700       | SELECTED ROAD, RAIL AND RELATED    | 230             | 290   | 60              | 26.1           | 50                          |                    |                                   |
| 598    | 87708       | PAVING, TAMPING-EQUIP OPERATORS    | 90              | 120   | 30              | 33.3           | 20                          | 10                 | MODERATE-TERM ON-THE-JOB TRAINING |
| 599    | 87711       | HIGHWAY MAINTENANCE WORKERS        | 140             | 170   | 30              | 21.4           | 30                          | 11                 | SHORT-TERM ON-THE-JOB TRAINING    |
| 601    | 87800       | CONSTRUCTION TRADES, NEC           | 110             | 160   | 50              | 45.5           | 30                          |                    |                                   |
| 605    | 87808       | ROOFERS                            | 80              | 110   | 30              | 37.5           | 20                          | 10                 | MODERATE-TERM ON-THE-JOB TRAINING |
| 607    | 87814       | STRUCTURAL METAL WORKERS           | 30              | 50    | 20              | 66.7           | 10                          | 9                  | LONG-TERM ON-THE-JOB TRAINING     |

**Table 6**  
**Occupational Employment Projections (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                          | ANNUAL AVERAGES |       | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE              |
|-----------|-------------------|-------------------------------------|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|-----------------------------------|
|           |                   |                                     | 1997(2)         | 2004  |                    |                   |                                   |                          |                                   |
| 610       | 87900             | EXTRACTIVE AND RELATED WORKERS      | 60              | 70    | 10                 | 16.7              | 10                                |                          |                                   |
| 624       | 87999             | CONST, EXTRACTIVE--EX HELPERS, NEC  | 60              | 70    | 10                 | 16.7              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 625       | 89000             | PRODUCTION OCCUPATIONS, PRECISION   | 780             | 970   | 190                | 24.4              | 120                               |                          |                                   |
| 626       | 89100             | METAL WORKERS, PRECISION            | 190             | 250   | 60                 | 31.6              | 30                                |                          |                                   |
| 629       | 89108             | MACHINISTS                          | 90              | 110   | 20                 | 22.2              | 10                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 637       | 89132             | SHEET METAL WORKERS                 | 100             | 140   | 40                 | 40.0              | 20                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 640       | 89300             | WOODWORKERS, PRECISION              | 70              | 80    | 10                 | 14.3              | 0                                 |                          |                                   |
| 643       | 89308             | WOOD MACHINISTS                     | 40              | 40    | 0                  | 0.0               | 0                                 | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 644       | 89311             | CABINETMAKERS AND BENCH CARPENTERS  | 30              | 40    | 10                 | 33.3              | 0                                 | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 675       | 89900             | OTHER PRECISION WORKERS             | 520             | 640   | 120                | 23.1              | 90                                |                          |                                   |
| 685       | 89999             | WORKERS, PRECISION--NEC             | 520             | 640   | 120                | 23.1              | 90                                | 9                        | LONG-TERM ON-THE-JOB TRAINING     |
| 686       | 91000             | MACH SETTERS, SET-UP, OPS, TENDERS  | 840             | 1,020 | 180                | 21.4              | 170                               |                          |                                   |
| 706       | 91700             | METAL FABRICATING MACH SETTERS, OPS | 60              | 70    | 10                 | 16.7              | 20                                |                          |                                   |
| 707       | 91702             | WELDING MACH SETTERS, SET-UP OPS    | 30              | 30    | 0                  | 0.0               | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 708       | 91705             | WELDING MACH OPERATORS AND TENDERS  | 30              | 40    | 10                 | 33.3              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 712       | 91900             | METAL, PLAST PROCESS MACH SETTERS   | 30              | 30    | 0                  | 0.0               | 10                                |                          |                                   |
| 714       | 91905             | PLASTIC MOLDING, CASTING MACH OPS   | 30              | 30    | 0                  | 0.0               | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 730       | 92300             | WOODWORKING MACH SETTERS, OPS       | 120             | 140   | 20                 | 16.7              | 20                                |                          |                                   |
| 733       | 92308             | SAWING MACH OPS AND TENDERS         | 40              | 50    | 10                 | 25.0              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 735       | 92314             | WOODWORK MACH OPS, TNDRS--EX SAWING | 80              | 90    | 10                 | 12.5              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |

**Table 6**  
**Occupational Employment Projections (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                             | ANNUAL AVERAGES |       | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE                |
|-----------|-------------------|--|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|-------------------------------------|
|           |                   |  | 1997(2)         | 2004  |                    |                   |                                   |                          |                                     |
| 750       | 92700             | TEXTILE, RELATED SETTERS, OPS          | 50              | 60    | 10                 | 20.0              | 10                                |                          |                                     |
| 759       | 92726             | LNDRY, DRYCLEAN MACH OPS--EX PRESS     | 50              | 60    | 10                 | 20.0              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 761       | 92900             | MACH SETTER,SET-UP,OP--EX MET,PLASTIC  | 580             | 720   | 140                | 24.1              | 110                               |                          |                                     |
| 768       | 92921             | ROASTING, BAKING MACH OPS--FOOD        | 90              | 90    | 0                  | 0.0               | 20                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 776       | 92944             | CUTTING, SLICING MACH OPS, TNDRS       | 30              | 30    | 0                  | 0.0               | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 782       | 92962             | SEPARATING, STILL MACH OPS, TNDRS      | 80              | 90    | 10                 | 12.5              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 783       | 92965             | CRUSHING, MIXING MACH OPS, TNDRS       | 60              | 60    | 0                  | 0.0               | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 786       | 92974             | PACKAGING, FILLING MACH OPS, TNDRS     | 230             | 320   | 90                 | 39.1              | 50                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 788       | 92998             | MACHINE OPERATORS AND TENDERS, NEC     | 90              | 130   | 40                 | 44.4              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 789       | 93000             | ASSEMBLERS AND FABRICATORS--HAND       | 790             | 940   | 150                | 19.0              | 150                               |                          |                                     |
| 798       | 93900             | OTHER HAND WORKERS                     | 790             | 940   | 150                | 19.0              | 150                               |                          |                                     |
| 803       | 93914             | WELDERS AND CUTTERS                    | 90              | 120   | 30                 | 33.3              | 20                                | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 810       | 93935             | CANNERY WORKERS                        | 280             | 290   | 10                 | 3.6               | 50                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 817       | 93956             | ASSEMB, FABRICATORS--EX MACH, ELECTRIC | 250             | 320   | 70                 | 28.0              | 40                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 818       | 93999             | HAND WORKERS, NEC                      | 170             | 210   | 40                 | 23.5              | 40                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 819       | 95000             | PLANT AND SYSTEM OCCUPATIONS           | 220             | 230   | 10                 | 4.5               | 40                                |                          |                                     |
| 820       | 95002             | WATER TREATMENT PLANT OPERATORS        | 160             | 170   | 10                 | 6.3               | 30                                | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 831       | 95099             | PLANT AND SYSTEM OPERATORS, NEC        | 60              | 60    | 0                  | 0.0               | 10                                | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 832       | 97000             | TRANS, MATERIAL MOVING MACHINE OPS     | 2,470           | 2,880 | 410                | 16.6              | 320                               |                          |                                     |
| 833       | 97100             | MOTOR VEHICLE OPERATORS                | 1,820           | 2,130 | 310                | 17.0              | 210                               |                          |                                     |
| 834       | 97102             | TRUCK DRIVERS, HEAVY                   | 650             | 770   | 120                | 18.5              | 70                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 835       | 97105             | TRUCK DRIVERS, LIGHT                   | 710             | 850   | 140                | 19.7              | 80                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 836       | 97108             | BUS DRIVERS                            | 60              | 80    | 20                 | 33.3              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |



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**Occupational Employment Projections (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                         | ANNUAL AVERAGES |       | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE              |
|-----------|-------------------|------------------------------------|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|-----------------------------------|
|           |                   |                                    | 1997(2)         | 2004  |                    |                   |                                   |                          |                                   |
| 837       | 97111             | BUS DRIVERS--SCHOOL                | 220             | 240   | 20                 | 9.1               | 30                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 838       | 97114             | TAXI DRIVERS AND CHAUFFEURS        | 30              | 30    | 0                  | 0.0               | 0                                 | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 839       | 97117             | DRIVER/SALES WORKERS               | 90              | 100   | 10                 | 11.1              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 840       | 97199             | MOTOR VEHICLE OPERATORS, NEC       | 60              | 60    | 0                  | 0.0               | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 859       | 97800             | MISC TRANSPORTATION WORKERS        | 140             | 140   | 0                  | 0.0               | 40                                |                          |                                   |
| 861       | 97805             | SERVICE STATION ATTENDANTS         | 110             | 110   | 0                  | 0.0               | 40                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 863       | 97899             | TRANS AND RELATED WORKERS, NEC     | 30              | 30    | 0                  | 0.0               | 0                                 | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 864       | 97900             | MATERIAL MOVEMENT EQUIP OPERATORS  | 510             | 610   | 100                | 19.6              | 70                                |                          |                                   |
| 872       | 97923             | EXCAVATING, LOADING MACHINE OPS    | 30              | 40    | 10                 | 33.3              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 877       | 97938             | GRADER, DOZER, SCRAPER OPERATORS   | 40              | 50    | 10                 | 25.0              | 0                                 | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 880       | 97947             | INDUSTRIAL TRUCK,TRACTOR OPERATORS | 200             | 240   | 40                 | 20.0              | 20                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 883       | 97956             | OPERATING ENGINEERS                | 70              | 90    | 20                 | 28.6              | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 884       | 97989             | MATERIAL MOVING EQUIP OPS, NEC     | 110             | 130   | 20                 | 18.2              | 20                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 885       | 97999             | TRANS, MAT MOVING EQUIP OPS, NEC   | 60              | 60    | 0                  | 0.0               | 10                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 886       | 98000             | HELPERS, LABORERS, HAND--EX AG     | 2,960           | 3,610 | 650                | 22.0              | 710                               |                          |                                   |
| 887       | 98100             | MECHANIC AND REPAIRER HELPERS      | 100             | 120   | 20                 | 20.0              | 40                                |                          |                                   |
| 888       | 98102             | MECHANIC AND REPAIRER HELPERS, NEC | 100             | 120   | 20                 | 20.0              | 40                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 889       | 98300             | CONST TRADES, EXTRACTIVE--HELPERS  | 260             | 350   | 90                 | 34.6              | 100                               |                          |                                   |
| 891       | 98312             | HELPERS--CARPENTERS AND RELATED    | 60              | 80    | 20                 | 33.3              | 20                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 892       | 98313             | HELPERS--ELECT, POWERLINE INSTALL  | 30              | 40    | 10                 | 33.3              | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 894       | 98315             | HELPERS--PLUMBERS AND RELATED      | 60              | 90    | 30                 | 50.0              | 30                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 895       | 98316             | HELPERS--ROOFERS                   | 30              | 30    | 0                  | 0.0               | 10                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 896       | 98319             | HELPERS--CONSTRUCTION TRADES, NEC  | 80              | 110   | 30                 | 37.5              | 30                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |
| 898       | 98500             | MACHINE FEEDERS AND OFFBEARERS     | 160             | 180   | 20                 | 12.5              | 40                                |                          |                                   |
| 899       | 98502             | MACHINE FEEDERS AND OFFBEARERS,NEC | 160             | 180   | 20                 | 12.5              | 40                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING    |



**Table 6**  
**Occupational Employment Projections (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| LINE<br># | CA<br>OES<br>CODE | OCCUPATION                         | ANNUAL AVERAGES |       | ABSOLUTE<br>CHANGE | PERCENT<br>CHANGE | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION/EXPERIENCE           |
|-----------|-------------------|------------------------------------|-----------------|-------|--------------------|-------------------|-----------------------------------|--------------------------|--------------------------------|
|           |                   |                                    | 1997(2)         | 2004  |                    |                   |                                   |                          |                                |
| 900       | 98700             | FREIGHT, STOCK, MAT MOVERS, HAND   | 200             | 220   | 20                 | 10.0              | 60                                |                          |                                |
| 903       | 98799             | FREIGHT, MATERIAL MOVERS-HAND, NEC | 200             | 220   | 20                 | 10.0              | 60                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING |
| 904       | 98900             | MISC HELPERS, LABORERS--HAND       | 2,240           | 2,740 | 500                | 22.3              | 470                               |                          |                                |
| 905       | 98902             | HAND PACKERS AND PACKAGERS         | 540             | 640   | 100                | 18.5              | 100                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING |
| 906       | 98905             | VEHICLE WASHERS, EQUIP CLEANERS    | 150             | 170   | 20                 | 13.3              | 40                                | 11                       | SHORT-TERM ON-THE-JOB TRAINING |
| 907       | 98999             | MISC HELPERS, LABORERS--HAND, NEC  | 1,550           | 1,930 | 380                | 24.5              | 330                               | 11                       | SHORT-TERM ON-THE-JOB TRAINING |

(1) Employment and projections contained in these tables are considered estimates. See introduction for an explanation of data limitations.

(2) March 1998 Benchmark

**Table 7**  
**Occupations With The Most Openings (1)**  
**(Growth plus Separations)**  
**1997- 2004**  
**NORTH CENTRAL CONSORTIUM**

| CA<br>OES<br>CODE | OCCUPATION                           | NUMBER OF<br>JOB<br>OPENINGS | BLS<br>TRAINING<br>LEVEL | EDUCATION / EXPERIENCE                 |
|-------------------|--------------------------------------|------------------------------|--------------------------|--|
| 49023             | CASHIERS                             | 1,120                        | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 49011             | SALESPERSONS, RETAIL                 | 870                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 65008             | WAITERS AND WAITRESSES               | 530                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 55347             | GENERAL OFFICE CLERKS                | 520                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 65041             | COMBINED FOOD PREP AND SERVICE       | 420                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 31305             | TEACHERS--ELEMENTARY SCHOOL          | 390                          | 5                        | BACHELOR'S DEGREE                      |
| 19005             | GENERAL MANAGERS, TOP EXECUTIVE      | 380                          | 4                        | WORK EXP., PLUS A BACHELOR'S OR HIGHER |
| 31521             | TEACHER AIDES, PARAPROFESSIONAL      | 350                          | 6                        | ASSOCIATE DEGREE                       |
| 32502             | REGISTERED NURSES                    | 320                          | 6                        | ASSOCIATE DEGREE                       |
| 65038             | FOOD PREPARATION WORKERS             | 310                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 31308             | TEACHERS--SECONDARY SCHOOL           | 300                          | 5                        | BACHELOR'S DEGREE                      |
| 43021             | TRAVEL AGENTS                        | 270                          | 7                        | POST-SECONDARY VOCATIONAL EDUCATION    |
| 67005             | JANITORS, CLEANERS--EXCEPT MAIDS     | 270                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 65017             | COUNTER ATTENDANTS--FOOD             | 260                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 87102             | CARPENTERS                           | 250                          | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 85132             | MAINT REPAIRERS, GENL UTILITY        | 240                          | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 79041             | LABORERS, LANDSCAPING/GRNDSKEEPING   | 230                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 55338             | BOOKKEEPING, ACCOUNTING CLERKS       | 220                          | 10                       | MODERATE-TERM ON-THE-JOB TRAINING      |
| 68014             | AMUSEMENT, RECREATION ATTENDANT      | 220                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 97105             | TRUCK DRIVERS, LIGHT                 | 220                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 98902             | HAND PACKERS AND PACKAGERS           | 200                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 97102             | TRUCK DRIVERS, HEAVY                 | 190                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 55305             | RECEPTIONISTS, INFORMATION CLERKS    | 180                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 49008             | SALES REPS, NON-SCIENTIFIC EX RETAIL | 170                          | 10                       | MODERATE-TERM ON-THE-JOB TRAINING      |
| 66008             | NURSE AIDES, ORDERLIES, ATTENDANTS   | 170                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 27305             | SOCIAL WKRS--EX MED; PSYCHIATRIC     | 160                          | 5                        | BACHELOR'S DEGREE                      |
| 55108             | SECRETARIES, GENERAL                 | 160                          | 7                        | POST-SECONDARY VOCATIONAL EDUCATION    |
| 67002             | MAIDS AND HOUSEKEEPING CLEANERS      | 160                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING         |
| 63014             | POLICE PATROL OFFICERS               | 150                          | 9                        | LONG-TERM ON-THE-JOB TRAINING          |
| 85302             | AUTOMOTIVE MECHANICS                 | 150                          | 9                        | LONG-TERM ON-THE-JOB TRAINING          |

**Table 7**  
**Occupations With The Most Openings (1)**  
**(Growth plus Separations)**  
**1997- 2004**  
**NORTH CENTRAL CONSORTIUM**

| CA<br>OES<br>CODE          | OCCUPATION                             | NUMBER OF<br>JOB<br>OPENINGS | BLS<br>TRAINING<br>LEVEL | EDUCATION / EXPERIENCE              |
|----------------------------|--|------------------------------|--------------------------|-------------------------------------|
| 22121                      | CIVIL ENGINEERS--INCLUDING TRAFFIC     | 140                          | 5                        | BACHELOR'S DEGREE                   |
| 53102                      | TELLERS                                | 140                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 63047                      | GUARDS AND WATCH GUARDS                | 140                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 92974                      | PACKAGING, FILLING MACH OPS, TNDRS     | 140                          | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 49017                      | COUNTER AND RENTAL CLERKS              | 130                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 65026                      | COOKS--RESTAURANT                      | 130                          | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 27308                      | HUMAN SERVICES WORKERS                 | 120                          | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 25104                      | COMPUTER SUPPORT SPECIALISTS           | 110                          | 5                        | BACHELOR'S DEGREE                   |
| 31311                      | TEACHERS--SPECIAL EDUCATION            | 110                          | 5                        | BACHELOR'S DEGREE                   |
| 63017                      | CORRECTION OFFICERS, JAILERS           | 110                          | 9                        | LONG-TERM ON-THE-JOB TRAINING       |
| 93956                      | ASSEMB, FABRICATORS--EX MACH, ELECTRIC | 110                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 21114                      | ACCOUNTANTS AND AUDITORS               | 100                          | 5                        | BACHELOR'S DEGREE                   |
| 49021                      | STOCK CLERKS--SALES FLOOR              | 100                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 53905                      | TEACHER AIDES & EDUC ASSTS, CLERICAL   | 100                          | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 31321                      | INSTRUCTORS AND COACHES--SPORTS        | 80                           | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| 32505                      | LICENSED VOCATIONAL NURSES             | 80                           | 7                        | POST-SECONDARY VOCATIONAL EDUCATION |
| 58023                      | STOCK CLERKS--STOCKROOM, WAREHOUSE     | 80                           | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 58028                      | TRAFFIC, SHIPPING, RECEIVING CLERKS    | 80                           | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 65032                      | COOKS--SPECIALTY FAST FOOD             | 80                           | 11                       | SHORT-TERM ON-THE-JOB TRAINING      |
| 66005                      | MEDICAL ASSISTANTS                     | 80                           | 10                       | MODERATE-TERM ON-THE-JOB TRAINING   |
| TOTAL OF THESE OCCUPATIONS |  | 11,540                       |                          |                                     |

(1) Excludes not elsewhere classified (NEC) categories.



**Table 8**  
**Occupations With Projected Declines (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| CA<br>OES<br>CODE          | OCCUPATION                         | ANNUAL AVERAGES |      | NUMBER OF<br>JOB<br>DECLINES | OPENINGS<br>DUE TO<br>SEPARATIONS | BLS<br>TRAINING<br>LEVEL | EDUCATION / EXPERIENCE            |
|----------------------------|------------------------------------|-----------------|------|------------------------------|-----------------------------------|--------------------------|-----------------------------------|
|                            |                                    | 1997 (2)        | 2004 |                              |                                   |                          |                                   |
| 55307                      | TYPISTS, INCLUDING WORD PROCESSORS | 330             | 280  | -50                          | 40                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 53502                      | WELFARE ELIG WORKERS, INTERVIEWERS | 340             | 330  | -10                          | 50                                | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| 56011                      | COMPUTER OPS--EX PERIPHERAL EQUIP  | 50              | 40   | -10                          | 0                                 | 10                       | MODERATE-TERM ON-THE-JOB TRAINING |
| TOTAL OF THESE OCCUPATIONS |                                    | 720             | 650  | -70                          | 90                                |                          |                                   |

(1) Excludes not elsewhere classified (NEC) categories.

(2) March 1998 Benchmark





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# Appendix



# Alphabetical Index of Occupations

| OCCUPATION   | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|--|----------------|------------------------|
| ABLE SEAMEN  | 854            | 97514                  |
| ACCOUNTANTS AND AUDITORS                             | 30             | 21114                  |
| ACCOUNTANTS, AUDIT, FINANCE SPECIALISTS              | 25             | 21100                  |
| ACTUARIES  | 114            | 25313                  |
| ADJUDICATORS, JUDICIAL REVIEWERS                     | 137            | 28105                  |
| ADJUSTMENT CLERKS                                    | 309            | 53123                  |
| ADMINISTRATIVE SERVICES MANAGERS                     | 7              | 13014                  |
| ADVERTISING CLERKS                                   | 333            | 53908                  |
| AERONAUT, ASTRONAUTICAL ENGINEERS                    | 53             | 22102                  |
| AGRICULTURE, FORESTRY, FISHING--NEC                  | 489            | 79999                  |
| AGRICULTURAL SCIENCES TEACHERS, POSTSECONDARY        | 150            | 31201                  |
| AGRICULTURAL AND FOOD SCIENTISTS                     | 91             | 24305                  |
| AGRICULTURAL ENGINEERS                               | 60             | 22123                  |
| AGRICULTURAL, FORESTRY, FISHING                      | 466            | 70000                  |
| AIR DISPATCHERS, AIR TRAFFIC CONTROLLER              | 267            | 39002                  |
| AIR HAMMER OPERATORS                                 | 596            | 87702                  |
| AIR TRANSPORTATION WORKERS                           | 857            | 97700                  |
| AIRCRAFT ASSEMBLERS--PRECISION                       | 791            | 93102                  |
| AIRCRAFT ENGINE SPECIALISTS                          | 525            | 85326                  |
| AIRCRAFT MECHANICS                                   | 524            | 85323                  |
| AIRCRAFT PILOTS, FLIGHT ENGINEERS                    | 858            | 97702                  |
| AMBULANCE DRIVERS & ATTENDANTS, EX EMER MED TECHS    | 440            | 66023                  |
| AMUSEMENT, RECREATION ATTENDANTS                     | 454            | 68014                  |
| ANIMAL BREEDERS                                      | 479            | 79015                  |
| ANIMAL CARETAKERS--EXCEPT FARM                       | 481            | 79017                  |
| ANIMAL TRAINERS                                      | 480            | 79016                  |
| ANNOUNCERS--EX RADIO, TELEVISION                     | 252            | 34021                  |
| ANNOUNCERS--RADIO AND TELEVISION                     | 251            | 34017                  |
| ANTHRO & SOCIOLOGY TEACHERS, POSTSECONDARY           | 166            | 31231                  |
| APPRAISERS--REAL ESTATE                              | 279            | 43011                  |
| ARCHITECTS AND SURVEYORS                             | 68             | 22300                  |
| ARCHITECTS--EX LANDSCAPE, MARINE                     | 69             | 22302                  |
| ARCHITECTURE TEACHERS, POSTSECONDARY                 | 162            | 31223                  |
| AREA, ETHNIC, & CULT STUDIES TEACHERS, POSTSECONDARY | 167            | 31232                  |
| ART, DRAMA, MUSIC TEACHERS, POSTSECONDARY            | 160            | 31218                  |
| ARTISTS AND RELATED WORKERS                          | 257            | 34035                  |
| ASSEMB, FABRICATORS--EX MACH, ELECT, PRECISION       | 817            | 93956                  |
| ASSEMBLERS AND FABRICATORS--HAND WORKING             | 789            | 93000                  |
| ASSEMBLERS, NEC--PRECISION                           | 797            | 93197                  |
| ASSEMBLERS, PRECISION                                | 790            | 93100                  |
| ASSESSORS  | 48             | 21917                  |
| ATHLETES, COACHES, UMPIRERS, RELATED                 | 265            | 34058                  |
| ATMOSPHERIC AND SPACE SCIENTISTS                     | 86             | 24108                  |
| AUDIO-VISUAL SPECIALISTS                             | 198            | 31508                  |
| AUTOMOTIVE BODY, RELATED REPAIRERS                   | 518            | 85305                  |
| AUTOMOTIVE MECHANICS                                 | 517            | 85302                  |
| AUXILIARY EQUIPMENT OPERATORS--POWER                 | 827            | 95023                  |
| BAGGAGE PORTERS AND BELLHOPS                         | 457            | 68023                  |
| BAILIFFS   | 406            | 63023                  |
| BAKERS--BREAD AND PASTRY                             | 423            | 65021                  |



# Alphabetical Index of Occupations

| OCCUPATION                                       | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|--|----------------|------------------------|
| BAKERS--MANUFACTURING                            | 672            | 89805                  |
| BANKING, SECURITY, FINANCE, CREDIT               | 301            | 53100                  |
| BARBERS  | 450            | 68002                  |
| BARTENDERS                                       | 418            | 65005                  |
| BICYCLE REPAIRERS                                | 563            | 85951                  |
| BILL AND ACCOUNT COLLECTORS                      | 321            | 53508                  |
| BILLING, COST, AND RATE CLERKS                   | 355            | 55344                  |
| BILLING, POSTING, CALCULATING MACHINE OPERATORS  | 358            | 56002                  |
| BINDERY MACH SETTERS, SET-UP OPERATORS           | 743            | 92525                  |
| BINDERY MACHINE OPERATORS                        | 748            | 92546                  |
| BIOLOGICAL SCIENTISTS                            | 92             | 24308                  |
| BIOLOGICAL, AGRICULTURAL &, FOOD TECHS EX HEALTH | 96             | 24502                  |
| BLASTERS AND EXPLOSIVES WORKERS                  | 612            | 87905                  |
| BOILER OPS, TENDERS--LOW PRESSURE                | 770            | 92926                  |
| BOILERMAKERS                                     | 638            | 89135                  |
| BOOKBINDERS                                      | 668            | 89721                  |
| BOOKKEEPING, ACCOUNTING CLERKS                   | 353            | 55338                  |
| BRATTICE BUILDERS                                | 574            | 87121                  |
| BRICK MASONS                                     | 578            | 87302                  |
| BRIDGE, LOCK, LIGHTHOUSE TENDERS                 | 860            | 97802                  |
| BROADCAST NEWS ANALYSTS                          | 250            | 34014                  |
| BROADCAST TECHNICIANS                            | 255            | 34028                  |
| BROKERAGE CLERKS                                 | 311            | 53128                  |
| BROKERS--REAL ESTATE                             | 277            | 43005                  |
| BUDGET ANALYSTS                                  | 31             | 21117                  |
| BUS AND TRUCK MECHANICS                          | 520            | 85311                  |
| BUS DRIVERS                                      | 836            | 97108                  |
| BUS DRIVERS--SCHOOL                              | 837            | 97111                  |
| BUSINESS TEACHERS, POSTSECONDARY                 | 174            | 31242                  |
| BUTCHERS AND MEAT CUTTERS                        | 424            | 65023                  |
| CABINETMAKERS AND BENCH CARPENTERS               | 644            | 89311                  |
| CAMERA OPERATORS                                 | 663            | 89713                  |
| CAMERA OPS--TV AND MOTION PICTURE                | 254            | 34026                  |
| CAMERA, PHOTOGRAPHIC EQUIPMENT REPAIRERS         | 552            | 85914                  |
| CANNERY WORKERS                                  | 810            | 93935                  |
| CAPTAINS--WATER VESSEL                           | 850            | 97502                  |
| CARDIOLOGY TECHNOLOGISTS                         | 239            | 32925                  |
| CARPENTERS                                       | 569            | 87102                  |
| CARPENTERS AND RELATED WORKERS                   | 568            | 87100                  |
| CARPET CUTTERS, DIAGRAMMERS, SEAMERS             | 809            | 93932                  |
| CARPET INSTALLERS                                | 592            | 87602                  |
| CARPET, FLOOR INSTALLERS                         | 591            | 87600                  |
| CASHIERS   | 293            | 49023                  |
| CEILING TILE INSTALLERS                          | 570            | 87105                  |
| CEMENTING, GLUING MACHINE OPERATORS, TENDERS     | 780            | 92956                  |
| CENTRAL OFFICE AND PBX INSTALLERS                | 529            | 85502                  |
| CENTRAL OFFICE OPERATORS                         | 370            | 57108                  |
| CHEMICAL TECHNICIANS & TECHNOLOGISTS--EX HEALTH  | 97             | 24505                  |
| CHEMICAL ENGINEERS                               | 57             | 22114                  |
| CHEMICAL EQUIPMENT CONTROLLERS, OPERATORS        | 773            | 92935                  |

# Alphabetical Index of Occupations

| OCCUPATION  | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| CHEMICAL EQUIPMENT TENDERS                            | 774            | 92938                  |
| CHEMICAL PLANT, SYSTEM OPERATORS                      | 822            | 95008                  |
| CHEMISTRY TEACHERS, POSTSECONDARY                     | 152            | 31204                  |
| CHEMISTS, EXCEPT BIOCHEMISTS                          | 85             | 24105                  |
| CHILD CARE WORKERS                                    | 462            | 68038                  |
| CHIROPRACTORS   | 209            | 32113                  |
| CHOKE SETTERS   | 471            | 73005                  |
| CIVIL ENGINEERING TECHNICIANS                         | 74             | 22502                  |
| CIVIL ENGINEERS--INCLUDING TRAFFIC                    | 59             | 22121                  |
| CLAIMS EXAMINERS--INSURANCE                           | 49             | 21921                  |
| CLAIMS TAKERS--UNEMPLOYMENT BENEFITS                  | 38             | 21502                  |
| CLEANING, BUILDING SERVICE--EX PRIVATE HOUSES         | 443            | 67000                  |
| CLEANING, BUILDING SERVICE--EX PRIVATE HOUSES, NEC    | 448            | 67099                  |
| CLEANING, PICKLING EQUIPMENT OPERATORS, TENDERS       | 781            | 92958                  |
| CLERGY  | 131            | 27502                  |
| CLERICAL & ADMINISTRATIVE SUPPORT WORKERS, NEC        | 391            | 59999                  |
| CLERICAL, ADMINISTRATIVE SUPPORT, NEC                 | 390            | 59000                  |
| CLERICAL, ADMINISTRATIVE SUPPORT                      | 298            | 50000                  |
| COIL WINDERS, TAPERS, FINISHERS                       | 801            | 93908                  |
| COIN, VENDING MACHINE SERVICERS                       | 562            | 85947                  |
| COMB MACHINE TOOL OPERATORS--METAL, PLASTIC           | 705            | 91508                  |
| COMB MACHINE TOOL SETTERS--METAL, PLASTIC             | 704            | 91505                  |
| COMBINED FOOD PREPARATION AND SERVICE                 | 430            | 65041                  |
| COMM EQUIPMENT MECHANICS, INSTALLERS, & REPAIRERS     | 528            | 85500                  |
| COMM EQUIPMENT MECHANICS, INSTALLERS, & REPAIR, NEC   | 534            | 85599                  |
| COMM, TRANSPORTATION, UTILITIES OPERATIONS MGRS       | 16             | 15023                  |
| COMMUNICATION EQUIPMENT OPERATORS, NEC                | 372            | 57199                  |
| COMMUNICATION EQUIPMENT OPERATORS                     | 367            | 57100                  |
| COMMUNICATIONS TEACHERS, POSTSECONDARY                | 157            | 31213                  |
| COMMUNICATIONS, MAIL DISTRIBUTION                     | 366            | 57000                  |
| COMPLIANCE OFFICERS, ENFORCE INSPECT--EX CONSTRUCTION | 46             | 21911                  |
| COMPUTER ENGINEERS                                    | 62             | 22127                  |
| COMPUTER OPERATORS--EX PERIPHERAL EQUIPMENT           | 361            | 56011                  |
| COMPUTER PROGRAMMER AIDES                             | 107            | 25108                  |
| COMPUTER PROGRAMMERS                                  | 106            | 25105                  |
| COMPUTER SCIENCE TEACHERS, POSTSECONDARY              | 164            | 31226                  |
| COMPUTER SCIENTISTS AND RELATED                       | 102            | 25100                  |
| COMPUTER SCIENTISTS, RELATED WORKERS, NEC             | 109            | 25199                  |
| COMPUTER SUPPORT SPECIALISTS                          | 105            | 25104                  |
| COMPUTER, MATHEMATICAL, OPS RESEARCH, & RELATED       | 101            | 25000                  |
| CONCRETE AND TERRAZZO FINISHERS                       | 581            | 87311                  |
| CONSTRUCTION AND BUILDING INSPECTORS                  | 45             | 21908                  |
| CONSTRUCTION TRADES, EXTRACTIVE--HELPERS              | 889            | 98300                  |
| CONSTRUCTION, EXTRACTIVE--EX HELPERS, NEC             | 624            | 87999                  |
| CONSTRUCTION MANAGERS                                 | 14             | 15017                  |
| CONSTRUCTION TRADES                                   | 567            | 87000                  |
| CONSTRUCTION TRADES WORKERS, NEC                      | 609            | 87899                  |
| CONSTRUCTION TRADES, NEC                              | 601            | 87800                  |
| CONTINUOUS MINING MACHINE OPERATOR                    | 620            | 87941                  |
| CONVEYOR OPERATORS AND TENDERS                        | 881            | 97951                  |



# Alphabetical Index of Occupations

| OCCUPATION   | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|--|----------------|------------------------|
| COOKING MACHINE OPS, TENDERS-FOOD, TOBACCO         | 767            | 92917                  |
| COOKS--INSTITUTION OR CAFETERIA                    | 426            | 65028                  |
| COOKS--RESTAURANT                                  | 425            | 65026                  |
| COOKS--SHORT ORDER                                 | 428            | 65035                  |
| COOKS--SPECIALTY FAST FOOD                         | 427            | 65032                  |
| COOLING, FREEZING EQUIPMENT OPERATORS, TENDERS     | 771            | 92928                  |
| CORRECTION OFFICERS, JAILERS                       | 404            | 63017                  |
| CORRECTIVE, MANUAL ARTS THERAPISTS                 | 216            | 32311                  |
| CORRESPONDENCE CLERKS                              | 346            | 55317                  |
| COST ESTIMATORS                                    | 43             | 21902                  |
| COUNTER AND RENTAL CLERKS                          | 291            | 49017                  |
| COUNTER ATTENDANTS--FOOD                           | 422            | 65017                  |
| COURT CLERKS                                       | 323            | 53702                  |
| CRANE AND TOWER OPERATORS                          | 879            | 97944                  |
| CREDIT ANALYSTS                                    | 27             | 21105                  |
| CREDIT AUTHORIZERS                                 | 306            | 53114                  |
| CREDIT CHECKERS                                    | 307            | 53117                  |
| CRIMINAL INVESTIGATORS, FEDERAL                    | 408            | 63028                  |
| CRIMINAL JUSTICE & LAW ENFORCEMENT TEACHERS        | 176            | 31246                  |
| CROSSING GUARDS                                    | 413            | 63044                  |
| CRUSHING, MIXING MACHINE OPERATORS, TENDERS        | 783            | 92965                  |
| CURATORS, ARCHIVISTS, AND RELATED                  | 199            | 31511                  |
| CUSTOM TAILORS AND SEWERS                          | 649            | 89505                  |
| CUSTOMER SERVICE REPRESENTATIVES--UTILITIES        | 352            | 55335                  |
| CUTTING, FORMING, FABRICATING, PROCESS MACH SETTER | 728            | 92197                  |
| CUTTING, FORMING, FABRICATING, PROCESS MACH OPS    | 729            | 92198                  |
| CUTTING & SLICING MACHINE SETTERS & SET-UP OPS     | 775            | 92941                  |
| CUTTERS AND TRIMMERS--HAND                         | 807            | 93926                  |
| CUTTING & SLICING MACHINE OPERATORS & TENDERS      | 776            | 92944                  |
| DAIRY PROCESSING EQUIPMENT OPERATORS--ING SETTERS  | 772            | 92932                  |
| DANCERS AND CHOREOGRAPHERS                         | 263            | 34053                  |
| DATA BASE ADMINISTRATORS                           | 104            | 25103                  |
| DATA ENTRY KEYERS--EX COMPOSING                    | 363            | 56017                  |
| DATA KEYERS--COMPOSING                             | 364            | 56021                  |
| DATA PROCESSING EQUIPMENT REPAIRERS                | 537            | 85705                  |
| DEMONSTRATORS AND PROMOTERS                        | 295            | 49034                  |
| DENTAL ASSISTANTS                                  | 433            | 66002                  |
| DENTAL HYGIENISTS                                  | 233            | 32908                  |
| DENTAL LABORATORY TECHNICIANS, PRECISION           | 682            | 89921                  |
| DENTISTS   | 206            | 32105                  |
| DERRICK OPERATORS--OIL, GAS EXTRACTION             | 615            | 87914                  |
| DESIGNERS, EX INTERIOR DESIGNERS                   | 258            | 34038                  |
| DETAIL DESIGN DECORATORS, PAINTERS                 | 679            | 89911                  |
| DETECTIVES, INVESTIGATORS--EX PUBLIC               | 410            | 63035                  |
| DIETETIC TECHNICIANS                               | 229            | 32523                  |
| DIETITIANS AND NUTRITIONISTS                       | 228            | 32521                  |
| DINING ROOM ATTENDANTS, BAR HELPERS                | 421            | 65014                  |
| DIRECTORS--RELIGIOUS ACTIVITIES, EDUC              | 132            | 27505                  |
| DIRECTORY ASSISTANCE OPERATORS                     | 369            | 57105                  |
| DISPATCH--EX POLICE, FIRE, AMBULANCE               | 380            | 58005                  |



# Alphabetical Index of Occupations

| OCCUPATION  | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| DISPATCH--POLICE, FIRE, AMBULANCE                   | 379            | 58002                  |
| DRAFTERS  | 78             | 22514                  |
| DRAGLINE OPERATORS                                  | 873            | 97926                  |
| DREDGE OPERATORS, DIPPER TENDERS                    | 874            | 97928                  |
| DRILLING MACHINE SETTER--METAL, PLASTIC             | 690            | 91108                  |
| DRIVER/SALES WORKERS                                | 839            | 97117                  |
| DRYWALL INSTALLERS                                  | 571            | 87108                  |
| DUPLICATING MACHINE OPERATORS                       | 359            | 56005                  |
| DYERS, PRECISION                                    | 654            | 89521                  |
| EARTH DRILLERS, EXCEPT OIL AND GAS                  | 611            | 87902                  |
| ECONOMICS TEACHERS, POSTSECONDARY                   | 168            | 31233                  |
| ECONOMISTS--INCL MARKET RESEARCH ANALYST            | 120            | 27102                  |
| EDP AND OFFICE MACHINE OCCUPATIONS                  | 357            | 56000                  |
| EDUCATION ADMINISTRATORS                            | 10             | 15005                  |
| EDUCATION TEACHERS, POSTSECONDARY                   | 178            | 31252                  |
| ELECTRICAL INSTALLERS--TRANSPORTATION EQUIPMENT     | 545            | 85728                  |
| ELECTRICAL AND ELECTRONIC ENGINEERS                 | 61             | 22126                  |
| ELECTRICAL EQUIPMENT MECHANICS, NEC                 | 546            | 85799                  |
| ELECTRIC HOME APPLIANCE & POWER TOOL REPAIRERS      | 539            | 85711                  |
| ELECTRONIC HOME ENTERTAINMENT EQUIP REPAIRERS       | 538            | 85708                  |
| ELECTRIC METER INSTALLERS, REPAIRERS                | 551            | 85911                  |
| ELECTRIC MOTOR, AND RELATED REPAIRERS               | 540            | 85714                  |
| ELECTRICAL POWERLINE INSTALLERS                     | 543            | 85723                  |
| ELECTRONICS REPAIRERS--COMMERCIAL & INDUSTRIAL      | 541            | 85717                  |
| ELECTRICAL & ELECTRONIC ENGINEERING TECHS & TECHNOS | 75             | 22505                  |
| ELECTRICAL EQUIPMENT ASSEMBLERS--PRECISION          | 795            | 93114                  |
| ELECTRICAL, ELECTRONIC ASSEMBLERS                   | 800            | 93905                  |
| ELECTRICIANS  | 576            | 87202                  |
| ELECTRICIANS AND RELATED WORKERS                    | 575            | 87200                  |
| ELECTROCARDIOGRAPH TECHNICIANS                      | 240            | 32926                  |
| ELECTROLYTIC PLATING, MACHINE OPERATORS             | 719            | 91921                  |
| ELECTROLYTIC PLATING, MACHINE SETTER                | 718            | 91917                  |
| ELECTROMECHANICAL EQUIPMENT ASSEMBLERS--PRECISION   | 794            | 93111                  |
| ELECTROMEDICAL, BIOMEDICAL EQUIPMENT REPAIRER       | 550            | 85908                  |
| ELECTRONEURODIAGNOSTIC TECHNOLOGISTS                | 238            | 32923                  |
| ELECTRONIC PAGINATION SYSTEM WORKERS                | 660            | 89707                  |
| ELECTRONIC SEMICONDUCTOR PROCESSOR                  | 762            | 92902                  |
| ELEVATOR INSTALLERS AND REPAIRERS                   | 558            | 85932                  |
| ELEVATOR OPERATORS                                  | 447            | 67011                  |
| EMBALMERS   | 271            | 39014                  |
| EMERGENCY MEDICAL TECHNICIANS                       | 223            | 32508                  |
| EMPLOYMENT INTERVIEWERS--PRIVATE OR PUBLIC          | 40             | 21508                  |
| ENGINEER, MATH, AND NATURAL SCIENCE MANAGERS        | 8              | 13017                  |
| ENGINEERING TEACHERS, POSTSECONDARY                 | 161            | 31222                  |
| ENGINEERING, RELATED TECHNICIANS                    | 73             | 22500                  |
| ENGINEERING, RELATED TECHS & TECHNOS, NEC           | 81             | 22599                  |
| ENGINEERS   | 52             | 22100                  |
| ENGINEERS, ARCHITECTS, SURVEYORS                    | 51             | 22000                  |
| ENGINEERS, NEC                                      | 67             | 22199                  |
| ENGLISH LANG & LIT TEACHERS, POSTSECONDARY          | 158            | 31214                  |



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| OCCUPATION   | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|--|----------------|------------------------|
| ENGRAVING, PRINTING WORKERS--HAND                    | 815            | 93951                  |
| ESTIMATORS, DRAFTERS--UTILITIES                      | 79             | 22517                  |
| ETCHERS, ENGRAVERS--PRECISION                        | 636            | 89128                  |
| EXCAVATING, LOADING MACHINE OPERATORS                | 872            | 97923                  |
| EXTRACTIVE AND RELATED WORKERS                       | 610            | 87900                  |
| EXTRACTIVE WORKERS--EX HELPERS, NEC                  | 623            | 87989                  |
| EXTRUDING MACHINE OPS, TENDERS--SYNTHETIC/GLASS      | 753            | 92708                  |
| EXTRUDING MACHINE SETTERS--METAL, PLASTIC            | 698            | 91311                  |
| EXTRUDING, FORMING MACHINE OPERATORS, TENDERS        | 785            | 92971                  |
| EXTRUDING, FORMING, SETTERS & SET-UP OPERATORS       | 784            | 92968                  |
| FALLERS AND BUCKERS                                  | 470            | 73002                  |
| FARM AND HOME MANAGEMENT ADVISORS                    | 193            | 31323                  |
| FARM EQUIPMENT MECHANICS                             | 523            | 85321                  |
| FARM EQUIPMENT OPERATORS                             | 482            | 79021                  |
| FARMWORKERS-FARM/RANCH ANIMALS                       | 488            | 79858                  |
| FARMWORKERS-FOOD, FIBER CROPS                        | 487            | 79856                  |
| FENCE ERECTORS                                       | 608            | 87817                  |
| FILE CLERKS  | 347            | 55321                  |
| FILM EDITORS   | 256            | 34032                  |
| FINANCIAL ANALYSTS, STATISTICAL                      | 115            | 25315                  |
| FINANCIAL MANAGERS                                   | 3              | 13002                  |
| FINANCIAL SPECIALISTS, NEC                           | 32             | 21199                  |
| FIRE FIGHTERS  | 401            | 63008                  |
| FIRE FIGHTING & PREVENTION SUPERVISORS               | 394            | 61002                  |
| FIRE INSPECTORS                                      | 399            | 63002                  |
| FIRST-LINE SUP/MGR SERVICE WORKERS, NEC              | 397            | 61099                  |
| FIRST-LINE SUP/MGR, CLERICAL, ADMINISTRATIVE SUPPORT | 299            | 51000                  |
| FIRST-LINE SUP/MGR--AGRICULTURAL, FORESTRY, FISHING  | 467            | 72000                  |
| FIRST-LINE SUP/MGR-BLUE COLLAR                       | 491            | 81000                  |
| FIRST-LINE SUP/MGR-BLUE COLLAR NEC                   | 497            | 81099                  |
| FIRST-LINE SUP/MGR-CONSTRUCTION                      | 493            | 81005                  |
| FIRST-LINE SUP/MGR-HELP, LABORERS                    | 496            | 81017                  |
| FIRST-LINE SUP/MGR-MECHANICS, INSTALLERS, REPAIRERS  | 492            | 81002                  |
| FIRST-LINE SUP/MGR-PRODUCTION                        | 494            | 81008                  |
| FIRST-LINE SUP/MGR--SALES                            | 274            | 41000                  |
| FIRST-LINE SUP/MGR--SERVICE                          | 393            | 61000                  |
| FIRST-LINE SUP/MGR-TRANSPORTATION                    | 495            | 81011                  |
| FIRST-LINE SUPERVISORS - AGRICULTURE                 | 468            | 72002                  |
| FISH AND GAME WARDENS                                | 412            | 63041                  |
| FITTERS, STRUCTURAL METAL--PRECISION                 | 793            | 93108                  |
| FLIGHT ATTENDANTS                                    | 458            | 68026                  |
| FLOOR LAYERS--EX CARPET, WOOD, TILES                 | 593            | 87605                  |
| FLOOR SANDING MACHINE OPERATORS                      | 594            | 87608                  |
| FOOD AND TOBACCO WORKERS, NEC                        | 674            | 89899                  |
| FOOD BATCHMAKERS                                     | 673            | 89808                  |
| FOOD PREPARATION WORKERS                             | 429            | 65038                  |
| FOOD SERVERS--OUTSIDE                                | 420            | 65011                  |
| FOOD SERVICE AND LODGING MANAGERS                    | 17             | 15026                  |
| FOOD SERVICE WORKERS, NEC                            | 431            | 65099                  |
| FOOD WORKERS, PRECISION                              | 670            | 89800                  |



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| OCCUPATION  | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| FOOD, BEVERAGE PREPARATION AND SERVICE OCCS       | 416            | 65000                  |
| FOREIGN LANG & LITERATURE TEACHERS, POSTSECONDARY | 159            | 31215                  |
| FOREST FIRE INSPECTORS, PREVENT SPECIALISTS       | 400            | 63005                  |
| FOREST, CONSERVATION WORKERS                      | 476            | 79002                  |
| FORESTERS, CONSERVATION SCIENTISTS                | 90             | 24302                  |
| FORGING MACHINE SETTERS-METAL, PLASTIC            | 700            | 91317                  |
| FOUNDRY MOLD ASSEMBLY, SHAKEOUT                   | 717            | 91914                  |
| FOUNDRY MOLD,CORE MAKERS,PRECISION                | 676            | 89902                  |
| FRAME WIRERS, CENTRAL OFFICE                      | 530            | 85505                  |
| FREIGHT, MATERIAL MOVERS-HAND, NEC                | 903            | 98799                  |
| FREIGHT, STOCK, MATERIAL MOVERS, HAND             | 900            | 98700                  |
| FUNERAL ATTENDANTS                                | 463            | 68041                  |
| FUNERAL DIRECTORS AND MORTICIANS                  | 270            | 39011                  |
| FURNACE OPERATORS AND TENDERS                     | 724            | 91935                  |
| FURNACE, KILN, KETTLE OPERATORS, TENDERS          | 769            | 92923                  |
| FURNITURE FINISHERS                               | 645            | 89314                  |
| GAS APPLIANCE REPAIRERS                           | 561            | 85944                  |
| GAS COMPRESSOR OPERATORS                          | 871            | 97921                  |
| GAS PLANT OPERATORS                               | 821            | 95005                  |
| GAS PUMPING STATION OPERATORS                     | 870            | 97917                  |
| GAUGERS   | 825            | 95017                  |
| GEM AND DIAMOND WORKERS                           | 684            | 89926                  |
| GENERAL MANAGERS, TOP EXECUTIVES                  | 21             | 19005                  |
| GENERAL OFFICE CLERKS                             | 356            | 55347                  |
| GEOGRAPHY TEACHERS, POSTSECONDARY                 | 169            | 31234                  |
| GEOLOGIST, GEOPHYSICISTS, OCEANOGRAPHERS          | 87             | 24111                  |
| GLAZIERS  | 606            | 87811                  |
| GLAZIERS, MANUFACTURING                           | 802            | 93911                  |
| GRADER, DOZER, SCRAPER OPERATORS                  | 877            | 97938                  |
| GRADERS, SORTERS-AGRICULTURAL PRODUCTS            | 478            | 79011                  |
| GRADUATE ASSISTANTS, TEACHING                     | 149            | 31117                  |
| GRINDING MACHINE SETTER-METAL,PLASTIC             | 692            | 91114                  |
| GRINDING, POLISHING WORKERS-HAND                  | 816            | 93953                  |
| GUARDS AND WATCH GUARDS                           | 414            | 63047                  |
| GUIDES  | 455            | 68017                  |
| HAIRDRESSERS, HAIRSTYLISTS                        | 451            | 68005                  |
| HAND COMPOSITORS AND TYPESETTERS                  | 657            | 89702                  |
| HAND PACKERS AND PACKAGERS                        | 905            | 98902                  |
| HAND WORKERS, NEC                                 | 818            | 93999                  |
| HAND WORKERS-JEWELRY, PRECISION                   | 635            | 89126                  |
| HARD TILE SETTERS                                 | 580            | 87308                  |
| HAZARDOUS MATERIALS REMOVAL WORKERS               | 603            | 87803                  |
| HEAD SAWYERS                                      | 732            | 92305                  |
| HEALTH ASSESSMENT & TREATMENT TEACHERS, POSTSEC   | 156            | 31212                  |
| HEALTH CARE MAINTENANCE, TREATING                 | 220            | 32500                  |
| HEALTH CARE PROFESSIONALS, PARAPROFS, NEC         | 244            | 32999                  |
| HEALTH DIAGNOSING, TREATING                       | 204            | 32100                  |
| HEALTH DIAGNOSING, TREATING, NEC                  | 211            | 32199                  |
| HEALTH DIAGNOSTICS TEACHERS, POSTSECONDARY        | 155            | 31211                  |
| HEALTH PRACTITIONERS, TECHS, RELATED              | 203            | 32000                  |



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| OCCUPATION   | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|--|----------------|------------------------|
| HEALTH SERVICE WORKERS, NEC                        | 442            | 66099                  |
| HEALTH SERVICE, RELATED OCCS                       | 432            | 66000                  |
| HEAT TREATING MACHINE OPS, TENDERS                 | 723            | 91932                  |
| HEATERS, METAL & PLASTIC                           | 725            | 91938                  |
| HEATING EQUIP SETTERS-METAL, PLASTIC               | 722            | 91928                  |
| HEATING, AC, REFRIGERATION MECHANICS               | 548            | 85902                  |
| HELPERS, LABORERS, HAND-EX AGRICULTURE & FORESTRY  | 886            | 98000                  |
| HELPERS--BRICK,STONE MASONS                        | 890            | 98311                  |
| HELPERS--CARPENTERS AND RELATED                    | 891            | 98312                  |
| HELPERS--CONSTRUCTION TRADES, NEC                  | 896            | 98319                  |
| HELPERS--ELECTRICIANS, POWERLINE INSTALLERS        | 892            | 98313                  |
| HELPERS--EXTRACTIVE WORKERS                        | 897            | 98323                  |
| HELPERS--PAINTERS AND RELATED                      | 893            | 98314                  |
| HELPERS--PLUMBERS AND RELATED                      | 894            | 98315                  |
| HELPERS--ROOFERS                                   | 895            | 98316                  |
| HIGHWAY MAINTENANCE WORKERS                        | 599            | 87711                  |
| HISTORY TEACHERS, POSTSECONDARY                    | 170            | 31235                  |
| HOIST AND WINCH OPERATORS                          | 878            | 97941                  |
| HOME ECONOMICS TEACHERS, POSTSECONDARY             | 182            | 31262                  |
| HOME HEALTH CARE WORKERS                           | 436            | 66011                  |
| HOSTS, HOSTESSES--RESTAURANTS                      | 417            | 65002                  |
| HOTEL DESK CLERKS                                  | 329            | 53808                  |
| HOUSEKEEPING SUPERVISORS                           | 396            | 61008                  |
| HUMAN SERVICES WORKERS                             | 128            | 27308                  |
| INDUSTRIAL ENGINEERING TECHS & TECHNOS             | 76             | 22508                  |
| INDUST ENGINEERS--EXCEPT SAFETY                    | 63             | 22128                  |
| INDUSTRIAL PRODUCTION MANAGERS                     | 13             | 15014                  |
| INDUSTRIAL TRUCK,TRACTOR OPERATORS                 | 880            | 97947                  |
| INDUSTRY SPECIFIC CLERICAL, ADMINISTRATIVE SUPPORT | 300            | 53000                  |
| INSURANCE ADJUSTERS, EXAMINERS, INVESTIGATORS      | 313            | 53302                  |
| INSPECTORS, RELATED OCCUPATIONS                    | 498            | 83000                  |
| INSPECTORS, TESTERS, RELATED, NEC                  | 502            | 83099                  |
| INSPECTORS,TESTERS,& GRADERS,PRECISION             | 499            | 83002                  |
| INSTALLER & REPAIRER, MOBILE HOME                  | 560            | 85938                  |
| INSTRUCTIONAL COORDINATORS                         | 201            | 31517                  |
| INSTRUCTORS AND COACHES--SPORTS                    | 192            | 31321                  |
| INSTRUCTORS--NON-VOCATIONAL EDUCATION              | 191            | 31317                  |
| INSTRUMENT MAKERS, PRECISION                       | 628            | 89105                  |
| INSTRUMENT REPAIRERS, PRECISION                    | 549            | 85905                  |
| INSULATION WORKERS                                 | 602            | 87802                  |
| INSURANCE APPRAISERS--AUTO DAMAGE                  | 314            | 53305                  |
| INSURANCE CLAIMS CLERKS                            | 316            | 53311                  |
| INSURANCE EXAMINING CLERKS                         | 315            | 53308                  |
| INSURANCE POLICY PROCESSING CLERKS                 | 317            | 53314                  |
| INSURANCE WORKERS                                  | 312            | 53300                  |
| INTERIOR DESIGNERS                                 | 259            | 34041                  |
| INTERVIEW CLERKS--EX PERSONNEL, WELFARE            | 351            | 55332                  |
| INVESTIGATIVE, RELATED, EX INSURANCE               | 318            | 53500                  |
| INVESTIGATORS--CLERICAL                            | 320            | 53505                  |
| JANITORS, CLEANERS--EXCEPT MAIDS                   | 445            | 67005                  |



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| OCCUPATION  | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| JEWELERS AND SILVERSMITHS                         | 634            | 89123                  |
| JOB PRINTERS                                      | 658            | 89705                  |
| JUDGES AND MAGISTRATES                            | 136            | 28102                  |
| LABORERS, LANDSCAPING/GROUNDSKEEPING              | 485            | 79041                  |
| LANDSCAPE ARCHITECTS                              | 71             | 22308                  |
| LATHE MACHINE SETTERS--METAL, PLASTIC             | 689            | 91105                  |
| LATHERS   | 573            | 87114                  |
| LAW AND RELATED OCCUPATIONS                       | 134            | 28000                  |
| LAW CLERKS  | 140            | 28302                  |
| LAW TEACHERS, POSTSECONDARY                       | 175            | 31244                  |
| LAWN SERVICE MANAGER                              | 19             | 15032                  |
| LAWYERS   | 138            | 28108                  |
| LAWYERS AND RELATED WORKERS                       | 135            | 28100                  |
| LAYOUT WORKERS--METAL, PRECISION                  | 632            | 89117                  |
| LECTURERS   | 147            | 31111                  |
| LEGAL ASSISTANTS, TECHNICIANS, EX CLERICAL        | 139            | 28300                  |
| LEGAL ASSISTANTS, TECHNICIANS--EX CLERICAL, NEC   | 144            | 28399                  |
| LETTERPRESS SETTERS, SET-UP OPERATORS             | 739            | 92515                  |
| LIBRARIANS, ARCHIVISTS AND RELATED                | 195            | 31500                  |
| LIBRARIANS--PROFESSIONAL                          | 196            | 31502                  |
| LIBRARY ASSISTANTS & BOOKMOBILE DRIVERS           | 331            | 53902                  |
| LIBRARY SCIENCE TEACHERS, POSTSECONDARY           | 180            | 31256                  |
| LICENSE CLERKS                                    | 325            | 53708                  |
| LICENSED VOCATIONAL NURSES                        | 222            | 32505                  |
| LIFE SCIENCES TEACHERS, POSTSECONDARY             | 151            | 31202                  |
| LIFE SCIENTISTS                                   | 89             | 24300                  |
| LIFE SCIENTISTS, NEC                              | 94             | 24399                  |
| LITHOGRAPHY & PHOTOENGRAVING WORKERS, NEC         | 667            | 89719                  |
| LITHOGRAPHY & PHOTOENGRAVING, PRECISION           | 661            | 89710                  |
| LAUNDRY, DRYCLEAN MACH OPS--EX PRESS              | 759            | 92726                  |
| LOADING MACHINE OPERATORS--MINING                 | 875            | 97932                  |
| LOAN AND CREDIT CLERKS                            | 308            | 53121                  |
| LOAN INTERVIEWERS                                 | 305            | 53111                  |
| LOAN OFFICERS AND COUNSELORS                      | 28             | 21108                  |
| LOCKSMITHS AND SAFE REPAIRERS                     | 555            | 85923                  |
| LOCOMOTIVE ENGINEERS                              | 843            | 97305                  |
| LOCOMOTIVE FIRERS                                 | 845            | 97311                  |
| LODGING AND TRAVEL WORKERS                        | 326            | 53800                  |
| LOG GRADERS AND SCALERS                           | 477            | 79008                  |
| LOG HANDLING EQUIPMENT OPERATORS                  | 472            | 73008                  |
| LOGGING TRACTOR OPERATORS                         | 473            | 73011                  |
| LONGSHORE EQUIPMENT OPERATORS                     | 865            | 97902                  |
| MACHINE BUILDERS & OTHER PRECISION MACH ASSEMBLER | 792            | 93105                  |
| MACHINE FORMING OPS, TENDERS--METAL, PLASTIC      | 701            | 91321                  |
| MACHINE FORMING SETTERS--METAL, PLASTIC           | 694            | 91300                  |
| MACHINE SETTER, SET-UP, OP--EX METAL, PLASTIC     | 761            | 92900                  |
| MACHINE SETTERS, SET-UP OPERATORS, & TENDERS      | 686            | 91000                  |
| MACHINE TOOL CUTTING OPS--METAL, PLASTIC          | 693            | 91117                  |
| MACHINE TOOL CUTTING--METAL, PLASTIC              | 687            | 91100                  |
| MACHINE TOOL SETTERS, OPS--METAL, PLASTIC         | 702            | 91500                  |



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| OCCUPATION                                    | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| MACHINE ASSEMBLERS                            | 799            | 93902                  |
| MACHINE FEEDERS AND OFFBEARERS                | 898            | 98500                  |
| MACHINE FEEDERS AND OFFBEARERS, NEC           | 899            | 98502                  |
| MACHINE OPERATORS AND TENDERS, NEC            | 788            | 92998                  |
| MACHINE SETTERS & SET-UP OPERATORS, NEC       | 787            | 92997                  |
| MACHINERY AND RELATED MECHANICS               | 504            | 85100                  |
| MACHINERY MAINT MECHANICS, NEC                | 511            | 85119                  |
| MACHINERY MAINTENANCE MECHANICS               | 505            | 85110                  |
| MACHINERY MAINTENANCE WORKERS                 | 514            | 85128                  |
| MACHINISTS                                    | 629            | 89108                  |
| MAIDS AND HOUSEKEEPING CLEANERS               | 444            | 67002                  |
| MAIL CLERKS-EX MAIL MACHINE OPERATORS, POSTAL | 374            | 57302                  |
| MAIL MACHINE OPERATORS--PREP AND HANDLING     | 360            | 56008                  |
| MAIL, MESSAGE DISTRIBUTION WORKERS            | 373            | 57300                  |
| MAIN LINE STATION ENGINEERS                   | 869            | 97914                  |
| MAINTENANCE MECHANICS--MARINE EQUIP           | 508            | 85116                  |
| MAINTENANCE MECHANICS--WATER, POWER           | 510            | 85118                  |
| MAINTENANCE REPAIRERS, GENERAL UTILITY        | 515            | 85132                  |
| MAINTENANCE MECHANICS--SEWING MACHINE         | 507            | 85113                  |
| MAINTENANCE MECHANICS--TEXTILE                | 506            | 85112                  |
| MANAGEMENT ANALYSTS                           | 44             | 21905                  |
| MANAGEMENT SUPPORT OCCUPATIONS                | 24             | 21000                  |
| MANAGEMENT SUPPORT WORKERS, NEC               | 50             | 21999                  |
| MANAGERS AND ADMINISTRATORS, NEC              | 22             | 19999                  |
| MANICURISTS                                   | 452            | 68008                  |
| MARINE ARCHITECTS                             | 70             | 22305                  |
| MARINE ENGINEERS                              | 66             | 22138                  |
| MARKING CLERKS                                | 385            | 58021                  |
| MASONS AND RELATED WORKERS                    | 577            | 87300                  |
| MATERIAL MOVEMENT EQUIPMENT OPERATORS         | 864            | 97900                  |
| MATERIAL MOVING EQUIP OPERATORS, NEC          | 884            | 97989                  |
| MATERIAL RECORDING, DISPATCHING               | 378            | 58000                  |
| MATERIAL RECORDING, RELATED, NEC              | 389            | 58099                  |
| MATES--SHIP, BOAT, AND BARGE                  | 851            | 97505                  |
| MATH SCIENTISTS AND RELATED                   | 110            | 25300                  |
| MATHEMATICAL SCIENCES TEACHERS, POSTSECONDARY | 163            | 31224                  |
| MATHEMATICAL SCIENTISTS                       | 112            | 25310                  |
| MATHEMATICAL SCIENTISTS, NEC                  | 116            | 25319                  |
| MATHEMATICAL TECHNICIANS                      | 117            | 25323                  |
| MEAT, POULTRY, FISH CUTTERS--HAND             | 811            | 93938                  |
| MECHANICAL CONTROL, VALVE INSTALLERS          | 557            | 85928                  |
| MECHANIC AND REPAIRER HELPERS                 | 887            | 98100                  |
| MECHANIC AND REPAIRER HELPERS, NEC            | 888            | 98102                  |
| MECHANICAL ENGINEERING TECHNICIANS            | 77             | 22511                  |
| MECHANICAL ENGINEERS                          | 65             | 22135                  |
| MECHANICS, INSTALLERS, REPAIRERS              | 503            | 85000                  |
| MECHANICS, NEC                                | 527            | 85399                  |
| MECHANICS, INSTALLERS, REPAIRERS, NEC         | 566            | 85999                  |
| MEDICAL, CLINICAL LAB ASSISTANTS              | 232            | 32905                  |
| MEDICAL, CLINICAL LAB TECHNOLOGISTS           | 231            | 32902                  |

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| OCCUPATION  | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| MEDICAL APPLIANCE MAKERS                          | 683            | 89923                  |
| MEDICAL ASSISTANTS                                | 434            | 66005                  |
| MEDICAL RECORDS TECHNICIANS                       | 234            | 32911                  |
| MEDICAL SCIENTISTS                                | 93             | 24311                  |
| MEDICINE, HEALTH SERVICES MANAGERS                | 11             | 15008                  |
| MENDERS, GARMENTS AND LINENS                      | 565            | 85956                  |
| MERCHANDISE DISPLAYERS, WINDOW TRIMMERS           | 260            | 34044                  |
| MERCHANDISE, PRODUCTS AND OTHER SALES             | 285            | 49000                  |
| MESSENGERS  | 377            | 57311                  |
| METAL FABRICATING MACH SETTERS, OPS               | 706            | 91700                  |
| METAL FABRICATOR, STRUCTURAL METAL PRODUCTS       | 711            | 91714                  |
| METAL MOLDING MACHINE OPERATORS AND TENDERS       | 716            | 91911                  |
| METAL MOLDING, MACHINE SETTER, SET-UP             | 715            | 91908                  |
| METAL POURERS, CASTERS--BASIC                     | 812            | 93941                  |
| METAL WORKERS, NEC--PRECISION                     | 639            | 89199                  |
| METAL WORKERS, PRECISION                          | 626            | 89100                  |
| METAL, PLASTIC MACHINE SETTERS, OPS NEC           | 727            | 92100                  |
| METAL, PLASTIC PROCESS MACHINE SETTERS            | 712            | 91900                  |
| METALLURGISTS, RELATED ENGINEERS                  | 54             | 22105                  |
| METER READERS--UTILITIES                          | 383            | 58014                  |
| MANAGERS AND ADMINISTRATIVE OCCUPATIONS           | 2              | 10000                  |
| MILLING MACHINE SETTERS--METAL, PLASTIC           | 691            | 91111                  |
| MILLWRIGHTS                                       | 512            | 85123                  |
| MINE CUTTING, CHANNELING MACHINE OPERATORS        | 621            | 87943                  |
| MINING ENGINEERS--INCL MINE SAFETY                | 55             | 22108                  |
| MINING MACHINE OPERATORS                          | 619            | 87940                  |
| MINING MACHINE OPERATORS, NEC                     | 622            | 87949                  |
| MINING, OIL AND GAS, RELATED MANAGERS             | 15             | 15021                  |
| MISC AGRICULTURE, FORESTRY, FISHING               | 475            | 79000                  |
| MISC HELPERS, LABORERS--HAND                      | 904            | 98900                  |
| MISC HELPERS, LABORERS--HAND, NEC                 | 907            | 98999                  |
| MISC INDUSTRY SPECIFIC CLERICAL                   | 330            | 53900                  |
| MISC MECHANICS, INSTALLERS, REPAIRERS             | 547            | 85900                  |
| MISC METAL, PLASTIC MACHINE SETTERS OPERATORS     | 726            | 91999                  |
| MISC PERSONAL SERVICE OCCUPATIONS                 | 449            | 68000                  |
| MISC PROFESSIONALS, PARAPROFS, TECHNICAL          | 266            | 39000                  |
| MISC SECRETARIAL, GENERAL OFFICE OCCS             | 341            | 55300                  |
| MISC SERVICE WORKERS                              | 464            | 69000                  |
| MISC TRANSPORTATION WORKERS                       | 859            | 97800                  |
| MARKETING, ADVERTISING, PUBLIC-RELATIONS MANAGERS | 6              | 13011                  |
| MOBILE EQUIPMENT MECHANICS, REPAIRERS             | 516            | 85300                  |
| MOBILE HEAVY EQUIP MECHANICS--EX ENGINE           | 521            | 85314                  |
| MODELS  | 296            | 49036                  |
| MOLDERS AND CASTERS--HAND                         | 813            | 93944                  |
| MOLDERS, SHAPERS--EX JEWELRY                      | 677            | 89905                  |
| MOTION PICTURE PROJECTIONISTS                     | 763            | 92905                  |
| MOTOR VEHICLE OPERATORS                           | 833            | 97100                  |
| MOTOR VEHICLE OPERATORS, NEC                      | 840            | 97199                  |
| MOTORBOAT OPERATORS                               | 853            | 97511                  |
| MOTORCYCLE REPAIRERS                              | 519            | 85308                  |



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| OCCUPATION                                       | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|--|----------------|------------------------|
| MUNICIPAL CLERKS                                 | 324            | 53705                  |
| MUNICIPAL WORKERS                                | 322            | 53700                  |
| MUSIC DIRECTORS, SINGERS, COMPOSERS              | 261            | 34047                  |
| MUSICAL INSTRUMENT REPAIRERS AND TUNERS          | 554            | 85921                  |
| MUSICIANS--INSTRUMENTAL                          | 262            | 34051                  |
| NATURAL SCIENTISTS AND RELATED WORKERS           | 82             | 24000                  |
| NUMERICAL TOOL, PROCESS PROGRAMMERS              | 108            | 25111                  |
| NEW ACCOUNTS CLERKS                              | 303            | 53105                  |
| NONELECTROLYTIC PLATING & COATING MACHINE-OPS    | 721            | 91926                  |
| NONELECTROLYTIC PLATING MACHINE-SETTERS & SET-UP | 720            | 91923                  |
| NUCLEAR ENGINEERS                                | 58             | 22117                  |
| NUCLEAR MEDICINE TECHNOLOGISTS                   | 236            | 32914                  |
| NUCLEAR TECHNICIANS                              | 98             | 24508                  |
| NUMERICAL MACHINE TOOL OPS--METAL, PLASTIC       | 703            | 91502                  |
| NURSE AIDES, ORDERLIES, ATTENDANTS               | 435            | 66008                  |
| NURSERY & GREENHOUSE MANAGER                     | 18             | 15031                  |
| NURSING INSTRUCTORS, POSTSECONDARY               | 148            | 31114                  |
| OCCUPATIONAL THERAPISTS                          | 214            | 32305                  |
| OCCUPATIONAL THERAPY ASSISTANTS                  | 439            | 66021                  |
| OCCUPATIONS NOT CLASSIFIED                       | 908            |                        |
| OFFICE MACHINE, CASH REGISTER SERVICERS          | 556            | 85926                  |
| OFFICE MACHINE OPERATORS, NEC                    | 365            | 56099                  |
| OFFSET LITHOGRAPHIC PRESS SETTERS                | 738            | 92512                  |
| OIL PUMPERS--EXCEPT WELL HEAD                    | 867            | 97908                  |
| OPERATING ENGINEERS                              | 883            | 97956                  |
| OPERATIONS & SYSTEMS RESEARCHERS--EX COMPUTER    | 111            | 25302                  |
| OPTICAL GOODS WORKERS, PRECISION                 | 681            | 89917                  |
| OPTICIANS--DISPENSING, MEASURING                 | 225            | 32514                  |
| OPTOMETRISTS                                     | 207            | 32108                  |
| ORDER CLERKS--MATERIALS, SERVICE                 | 348            | 55323                  |
| ORDER FILLERS--WHOLESALE & RETAIL SALE           | 387            | 58026                  |
| ORDINARY SEAMEN AND MARINE OILERS                | 855            | 97517                  |
| OTHER SOCIAL SCIENCE RELATED WORKERS             | 124            | 27300                  |
| OTHER ELECTRICAL EQUIPMENT MECHANICS             | 535            | 85700                  |
| OTHER HAND WORKERS                               | 798            | 93900                  |
| OTHER HEALTH PROFESSIONALS, PARAPROFS            | 230            | 32900                  |
| OTHER MANAGEMENT SUPPORT WORKERS                 | 42             | 21900                  |
| OTHER PRECISION WORKERS                          | 675            | 89900                  |
| OTHER PROFESSIONALS, PARAPROF, TECHNICAL         | 272            | 39999                  |
| OTHER TEACHERS AND INSTRUCTORS                   | 184            | 31300                  |
| PACKAGING, FILLING MACHINE OPERATORS, TENDERS    | 786            | 92974                  |
| PAINT, COAT & SPRAY MACHINE SETTERS              | 778            | 92951                  |
| PAINTERS AND RELATED WORKERS                     | 584            | 87400                  |
| PAINTERS, PAPERHANGERS--CONSTRUCTION             | 585            | 87402                  |
| PAINTERS, TRANSPORTATION EQUIPMENT               | 777            | 92947                  |
| PAINTING, COATING, DECORATING--HAND              | 814            | 93947                  |
| PAINTING, RELATED MACHINE OPERATORS, TENDERS     | 779            | 92953                  |
| PAPER GOODS MACHINE SETTERS, SET-UP OPERATORS    | 766            | 92914                  |
| PARALEGAL PERSONNEL                              | 141            | 28305                  |
| PARKING ENFORCEMENT OFFICERS                     | 405            | 63021                  |

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| OCCUPATION  | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| PARKING LOT ATTENDANTS                                | 862            | 97808                  |
| PARKS, REC, LEISURE, FITNESS STUDIES TEACHERS, POST   | 181            | 31258                  |
| PASTE UP WORKERS                                      | 659            | 89706                  |
| PATTERN AND MODEL MAKERS--METAL                       | 631            | 89114                  |
| PATTERN AND MODEL MAKERS--WOOD                        | 641            | 89302                  |
| PATTERN MARKERS--WOOD                                 | 642            | 89305                  |
| PATTERNMAKERS AND LAYOUT WORKERS                      | 648            | 89502                  |
| PATTERNMAKERS, MODEL MAKERS, LAYOUT                   | 678            | 89908                  |
| PAVING, TAMPING-EQUIPMENT OPERATORS                   | 598            | 87708                  |
| PAYROLL AND TIMEKEEPING CLERKS                        | 354            | 55341                  |
| PERIPHERAL EDP EQUIPMENT OPERATORS                    | 362            | 56014                  |
| PERSONNEL CLERKS--EX PAYROLL                          | 345            | 55314                  |
| PERSONNEL, TRAINING, LABOR-RELATIONS MANAGERS         | 4              | 13005                  |
| PERSONNEL, TRAINING, LABOR-RELATIONS SPECIALISTS      | 37             | 21500                  |
| PERSONNEL, TRAINING, LABOR-RELATIONS SPECIALISTS, NEC | 41             | 21511                  |
| PERSONAL AND HOME CARE AIDES                          | 461            | 68035                  |
| PEST CONTROLLERS AND ASSISTANTS                       | 446            | 67008                  |
| PETROLEUM REFINERY, CONTROL PANEL OPERATORS           | 824            | 95014                  |
| PETROLEUM ENGINEERS                                   | 56             | 22111                  |
| PETROLEUM PUMP SYSTEM OPERATORS                       | 823            | 95011                  |
| PETROLEUM TECHNICIANS                                 | 99             | 24511                  |
| PHARMACISTS   | 226            | 32517                  |
| PHARMACY AIDES  | 441            | 66026                  |
| PHARMACY TECHNICIANS                                  | 227            | 32518                  |
| PHILOSOPHY & RELIGION TEACHERS, POSTSECONDARY         | 179            | 31254                  |
| PHOTOENGRAVERS  | 662            | 89712                  |
| PHOTOENGRAVING, LITHOGRAPHING MACHINE OPERATORS       | 747            | 92545                  |
| PHOTOGRAPHERS   | 253            | 34023                  |
| PHOTOGRAPHIC PROCESSING MACHINE OPS & TENDERS         | 764            | 92908                  |
| PHOTOGRAPHIC PROCESS WORKER, PRECISION                | 680            | 89914                  |
| PHYSICAL SCIENCE TEACHERS, POSTSECONDARY              | 154            | 31209                  |
| PHYSICAL SCIENTISTS                                   | 83             | 24100                  |
| PHYSICAL SCIENTISTS, NEC                              | 88             | 24199                  |
| PHYSICAL THERAPISTS                                   | 215            | 32308                  |
| PHYSICAL THERAPY ASSISTANTS & AIDES                   | 438            | 66017                  |
| PHYSICAL, LIFE SCIENCE TECHNICIANS                    | 95             | 24500                  |
| PHYSICAL, LIFE SCIENCE TECHNICIANS, NEC               | 100            | 24599                  |
| PHYSICIANS AND SURGEONS                               | 205            | 32102                  |
| PHYSICIAN'S ASSISTANTS                                | 224            | 32511                  |
| PHYSICISTS AND ASTRONOMERS                            | 84             | 24102                  |
| PHYSICS TEACHERS, POSTSECONDARY                       | 153            | 31206                  |
| PILE DRIVING OPERATORS                                | 597            | 87705                  |
| PILOTS--SHIP  | 852            | 97508                  |
| PIPELAYERS  | 589            | 87508                  |
| PIPELAYING FITTERS                                    | 588            | 87505                  |
| PLANT AND SYSTEM OCCUPATIONS                          | 819            | 95000                  |
| PLANT AND SYSTEM OPERATORS, NEC                       | 831            | 95099                  |
| PLAST MOLDING, CASTING MACHINE SETTER                 | 713            | 91902                  |
| PLASTERERS AND STUCCO MASONS                          | 583            | 87317                  |
| PLASTIC MOLDING, CASTING MACHINE OPS                  | 714            | 91905                  |



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| OCCUPATION                                      | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| PLATEMAKERS                                     | 666            | 89718                  |
| PLUMBERS AND RELATED WORKERS                    | 586            | 87500                  |
| PLUMBERS, PIPEFITTERS, STEAMFITTER              | 587            | 87502                  |
| PODIATRISTS                                     | 208            | 32111                  |
| POLICE AND DETECTIVE SUPERVISORS                | 395            | 61005                  |
| POLICE DETECTIVES                               | 402            | 63011                  |
| POLICE PATROL OFFICERS                          | 403            | 63014                  |
| POLITICAL SCIENCE TEACHERS, POSTSECONDARY       | 171            | 31236                  |
| PORTABLE MACHINE CUTTERS                        | 808            | 93928                  |
| POSTAL MAIL CARRIERS                            | 375            | 57305                  |
| POSTAL SERVICE CLERKS                           | 376            | 57308                  |
| POSTMASTERS, MAIL SUPERINTENDENTS               | 9              | 15002                  |
| POSTSECONDARY TEACHERS                          | 146            | 31100                  |
| POSTSECONDARY TEACHERS, NEC                     | 183            | 31299                  |
| POWER DISTRIBUTORS AND DISPATCHERS              | 829            | 95028                  |
| POWER PLANT OPS-EX AUXILIARY EQUIPMENT          | 826            | 95021                  |
| POWER REACTOR OPERATORS                         | 828            | 95026                  |
| POWERHOUSE, RELATED ELECTRICIANS                | 542            | 85721                  |
| PRESS MACHINE SETTERS-METAL, PLASTIC            | 696            | 91305                  |
| PRESSERS-DELICATE FABRICS                       | 653            | 89517                  |
| PRESSERS-HAND                                   | 805            | 93921                  |
| PRESSING MACH OPS--TEXTILE, GARMENT             | 760            | 92728                  |
| PRINT PRESS SETTERS,SET UP OPS                  | 737            | 92510                  |
| PRINT PRESS SETTERS,SET-UP OPS NEC              | 740            | 92519                  |
| PRINT REL SETTERS, SET-UP OPS, NEC              | 744            | 92529                  |
| PRINT, BINDING, RELATED MACHINE OPS, TENDER     | 749            | 92549                  |
| PRINTING PRESS MACHINE OPS, TENDER              | 746            | 92543                  |
| PRINTING WORKERS, NEC-PRECISION                 | 669            | 89799                  |
| PRINTING WORKERS, PRECISION                     | 656            | 89700                  |
| PRINTING, BINDING, RELATED WORKERS              | 736            | 92500                  |
| PROCUREMENT CLERKS                              | 349            | 55326                  |
| PROD INSPECTORS, TESTERS, & GRADER              | 500            | 83005                  |
| PROD, CONST, OPER, MATERIAL HANDLING            | 490            | 80000                  |
| PROD, PLANNING, EXPEDITING CLERKS               | 381            | 58008                  |
| PRODUCERS, DIRECTORS, ACTORS                    | 264            | 34056                  |
| PRODUCTION OCCUPATIONS, PRECISION               | 625            | 89000                  |
| PROFESSIONAL, PARAPROF, TECHNICAL               | 23             | 20000                  |
| PROOFREADERS AND COPY MARKERS                   | 334            | 53911                  |
| PROPERTY AND REAL ESTATE MANAGERS               | 12             | 15011                  |
| PROTECTIVE SERVICE OCCUPATIONS                  | 398            | 63000                  |
| PROTECTIVE SERVICE WORKERS, NEC                 | 415            | 63099                  |
| PRUNERS   | 483            | 79033                  |
| PSYCHIATRIC AIDES                               | 437            | 66014                  |
| PSYCHIATRIC TECHNICIANS                         | 242            | 32931                  |
| PSYCHOLOGISTS                                   | 122            | 27108                  |
| PSYCHOLOGY TEACHERS, POSTSECONDARY              | 172            | 31237                  |
| PUBLIC ADMIN CHIEF EXECUTIVES, LEGISLATORS      | 20             | 19002                  |
| PUBLIC RELATIONS SPECIALISTS, PUBLICITY WRITERS | 248            | 34008                  |
| PUMP OPERATORS                                  | 882            | 97953                  |
| PUNCH MACHINE SETTERS-METAL, PLASTIC            | 695            | 91302                  |

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| OCCUPATION  | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| PURCHASING AGENTS AND BUYERS--FARM PRODUCTS         | 35             | 21305                  |
| PURCHASING AGENTS--EX WHOLESALE, RETAIL, FARM PRODS | 36             | 21308                  |
| PURCHASING AGENTS AND BUYERS                        | 33             | 21300                  |
| PURCHASING MANAGERS                                 | 5              | 13008                  |
| RADIATION THERAPISTS                                | 235            | 32913                  |
| RADIO MECHANICS                                     | 533            | 85514                  |
| RADIO OPERATORS                                     | 269            | 39008                  |
| RADIOLOGIC TECHNOLOGISTS                            | 237            | 32919                  |
| RAIL CAR REPAIRERS                                  | 522            | 85317                  |
| RAIL TRANSPORTATION WORKERS                         | 841            | 97300                  |
| RAIL VEHICLE OPERATIVES, NEC                        | 848            | 97399                  |
| RAIL YARD ENGINEERS AND RELATED                     | 844            | 97308                  |
| RAILROAD BRAKE, SIGNAL, SWITCH OPERATORS            | 847            | 97317                  |
| RAILROAD CONDUCTORS, YARDMASTERS                    | 842            | 97302                  |
| RAILROAD, TRANSIT POLICE, SPECIAL AGENTS            | 411            | 63038                  |
| RAIL-TRACK LAYING, MAINTENANCE EQUIPMENT OPS        | 600            | 87714                  |
| REAL ESTATE CLERKS                                  | 335            | 53914                  |
| RECEPTIONISTS, INFORMATION CLERKS                   | 343            | 55305                  |
| RECREATION WORKERS                                  | 129            | 27311                  |
| RECREATIONAL THERAPISTS                             | 218            | 32317                  |
| REFRACTORY MATERIALS REPAIRERS                      | 513            | 85126                  |
| REFUSE COLLECTORS                                   | 902            | 98705                  |
| REGISTERED NURSES                                   | 221            | 32502                  |
| REINFORCING METAL WORKERS                           | 582            | 87314                  |
| RELIGIOUS WORKERS                                   | 130            | 27500                  |
| RELIGIOUS WORKERS, NEC                              | 133            | 27599                  |
| REPORTERS AND CORRESPONDENTS                        | 249            | 34011                  |
| RESERVATION, TRANS TICKET AGENTS                    | 328            | 53805                  |
| RESIDENTIAL COUNSELORS                              | 127            | 27307                  |
| RESPIRATORY CARE PRACTITIONERS                      | 213            | 32302                  |
| RIGGERS   | 559            | 85935                  |
| ROASTING, BAKING MACHINE OPERATORS--FOOD            | 768            | 92921                  |
| ROCK SPLITTERS, QUARRY                              | 613            | 87908                  |
| ROLLING MACH SETTERS--METAL, PLASTIC                | 699            | 91314                  |
| ROOF BOLTERS  | 618            | 87923                  |
| ROOFERS   | 605            | 87808                  |
| ROTARY DRILL OPERATORS--OIL, GAS EXTRACT            | 614            | 87911                  |
| ROUSTABOUTS   | 617            | 87921                  |
| SAFETY ENGINEERS--EXCEPT MINING                     | 64             | 22132                  |
| SALES AGENTS, PLACERS--INSURANCE                    | 276            | 43002                  |
| SALES AGENTS--ADVERTISING                           | 283            | 43023                  |
| SALES AGENTS--FINANCIAL SERVICES                    | 280            | 43014                  |
| SALES AGENTS--REAL ESTATE                           | 278            | 43008                  |
| SALES AGENTS--SELECTED BUSINESS SERVICES            | 281            | 43017                  |
| SALES AGENTS--SERVICE                               | 275            | 43000                  |
| SALES AND RELATED OCCUPATIONS                       | 273            | 40000                  |
| SALES AND RELATED WORKERS, NEC                      | 297            | 49999                  |
| SALES ENGINEERS                                     | 286            | 49002                  |
| SALES REPRESENTATIVES, NON-SCIENTIFIC EX RET        | 288            | 49008                  |
| SALES REPRESENTATIVES, SCIENTIFIC--EX RETAIL        | 287            | 49005                  |



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| OCCUPATION                                    | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|---|----------------|------------------------|
| SALES REPRESENTATIVES, SERVICE--NEC           | 284            | 43099                  |
| SALESPERSONS, RETAIL                          | 289            | 49011                  |
| SALESPERSONS--PARTS                           | 290            | 49014                  |
| SAW MACHINE TOOL SETTERS--METAL,PLASTIC       | 688            | 91102                  |
| SAWING MACHINE OPERATORS AND TENDERS          | 733            | 92308                  |
| SAWING MACHINE SETTERS, SET-UP OPERATORS      | 731            | 92302                  |
| SCANNER OPERATORS                             | 664            | 89715                  |
| SCREEN PRINT MACHINE SETTERS, SET-UP          | 742            | 92524                  |
| SECRETARIAL, GENERAL OFFICE OCCUPATIONSS      | 336            | 55000                  |
| SECRETARIES                                   | 337            | 55100                  |
| SECRETARIES, GENERAL                          | 340            | 55108                  |
| SECRETARIES, LEGAL                            | 338            | 55102                  |
| SECRETARIES, MEDICAL                          | 339            | 55105                  |
| SELECTED ROAD, RAIL AND RELATED               | 595            | 87700                  |
| SEPARATING, STILL MACHINE OPS, TENDERS        | 782            | 92962                  |
| SEPTIC TANK, SEWER PIPE SERVICERS             | 590            | 87511                  |
| SERVICE OCCUPATIONS                           | 392            | 60000                  |
| SERVICE STATION ATTENDANTS                    | 861            | 97805                  |
| SERVICE UNIT OPERATORS                        | 616            | 87917                  |
| SERVICE WORKERS, NEC                          | 465            | 69999                  |
| SEWERS--HAND                                  | 806            | 93923                  |
| SEWING MACHINE OPERATORS--GARMENT             | 756            | 92717                  |
| SEWING MACHINE OPS--NON-GARMENT               | 757            | 92721                  |
| SHAMPOOERS                                    | 453            | 68011                  |
| SHEAR MACHINE SETTERS--METAL, PLASTIC         | 697            | 91308                  |
| SHEET METAL DUCT INSTALLERS                   | 604            | 87805                  |
| SHEET METAL WORKERS                           | 637            | 89132                  |
| SHERIFFS AND DEPUTY SHERIFFS                  | 409            | 63032                  |
| SHIP ENGINEERS                                | 856            | 97521                  |
| SHIPFITTERS                                   | 633            | 89121                  |
| SHOE AND LEATHER WKRS--PRECISION              | 651            | 89511                  |
| SHOE SEWING MACHINE OPS, TENDERS              | 758            | 92723                  |
| SHUTTLE CAR OPERATORS                         | 876            | 97935                  |
| SIGNAL OR TRACK SWITCH MAINTAINERS            | 532            | 85511                  |
| SLAUGHTERERS AND BUTCHERS                     | 671            | 89802                  |
| SMALL ENGINE SPECIALISTS                      | 526            | 85328                  |
| SOCIAL SCI, RECREATION, RELIGIOUS             | 118            | 27000                  |
| SOCIAL SCIENCE TEACHERS, POSTSECONDARY        | 165            | 31230                  |
| SOCIAL SCIENCES TEACHERS, POSTSECONDARY,      | 173            | 31239                  |
| SOCIAL SCIENTISTS, NEC                        | 123            | 27199                  |
| SOCIAL SCIENCE--INCL URBAN, REGIONAL PLANNERS | 119            | 27100                  |
| SOCIAL WORKERS--EX MEDICAL, PSYCHIATRIC       | 126            | 27305                  |
| SOCIAL WORK TEACHERS, POSTSECONDARY           | 177            | 31247                  |
| SOCIAL WORKERS--MEDICAL, PSYCHIATRIC          | 125            | 27302                  |
| SOLDERERS AND BRAZERS                         | 804            | 93917                  |
| SOLDERING, BRAZING MACH OPS,TENDERS           | 710            | 91711                  |
| SOLDERING, BRAZING MACH SETTERS               | 709            | 91708                  |
| SPEC MATERL PRINTING MACH SETTERS             | 741            | 92522                  |
| SPECIAL AGENTS--INSURANCE                     | 39             | 21505                  |
| SPEECH PATHOLOGISTS, AUDIOLOGISTS             | 217            | 32314                  |



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| OCCUPATION                                       | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|--|----------------|------------------------|
| SPOTTERS--DRY CLEANING                           | 652            | 89514                  |
| SPRAYERS, APPLICATORS                            | 484            | 79036                  |
| STATEMENT CLERKS                                 | 310            | 53126                  |
| STATION INSTALLERS--TELEPHONE                    | 544            | 85726                  |
| STATIONARY ENGINEERS                             | 830            | 95032                  |
| STATISTICAL CLERKS                               | 350            | 55328                  |
| STATISTICIANS                                    | 113            | 25312                  |
| STENOGRAPHERS AND/OR COURT REPORTER              | 342            | 55302                  |
| STEVEDORES--EX EQUIPMENT OPERATORS               | 901            | 98702                  |
| STOCK CLERKS--SALES FLOOR                        | 292            | 49021                  |
| STOCK CLERKS--STOCKROOM, WAREHOUSE               | 386            | 58023                  |
| STONE MASONS                                     | 579            | 87305                  |
| STRIPPERS  | 665            | 89717                  |
| STRUCTURAL METAL WORKERS                         | 607            | 87814                  |
| SUBWAY AND STREETCAR OPERATORS                   | 846            | 97314                  |
| SURGICAL TECHNICIANS                             | 241            | 32928                  |
| SURVEYING AND MAPPING SCIENTISTS                 | 72             | 22311                  |
| SURVEYING AND MAPPING TECHNICIANS                | 80             | 22521                  |
| SWITCHBOARD OPERATORS                            | 368            | 57102                  |
| SYSTEMS ANALYSTS--ELECTRIC DATA PROCESSING       | 103            | 25102                  |
| TANK CAR AND TRUCK LOADERS                       | 866            | 97905                  |
| TAPERS   | 572            | 87111                  |
| TAX EXAMINERS, COLLECTORS, REVENUE AGENTS        | 47             | 21914                  |
| TAX PREPARERS                                    | 29             | 21111                  |
| TAXI DRIVERS AND CHAUFFEURS                      | 838            | 97114                  |
| TEACHER AIDES & EDUCATIONAL ASSISTANTS, CLERICAL | 332            | 53905                  |
| TEACHER AIDES, PARAPROFESSIONAL                  | 202            | 31521                  |
| TEACHERS AND INSTRUCTORS, NEC                    | 194            | 31399                  |
| TEACHERS, EDUCATORS, LIBRARIANS                  | 145            | 31000                  |
| TEACHERS, KINDERGARTEN                           | 186            | 31304                  |
| TEACHERS, PRESCHOOL                              | 185            | 31303                  |
| TEACHERS--ELEMENTARY SCHOOL                      | 187            | 31305                  |
| TEACHERS--SECONDARY SCHOOL                       | 188            | 31308                  |
| TEACHERS--SPECIAL EDUCATION                      | 189            | 31311                  |
| TEACHERS--VOCATIONAL ED AND TRAINING             | 190            | 31314                  |
| TECHNICAL ASSISTANTS--LIBRARY                    | 197            | 31505                  |
| TECHNICAL WRITERS                                | 247            | 34005                  |
| TELEGRAPH AND TELETYPE OPERATORS                 | 371            | 57111                  |
| TELEGRAPH, TELETYPE INSTALLERS                   | 531            | 85508                  |
| TELEMARKETERS, SOLICITORS & RELATED              | 294            | 49026                  |
| TELEPHONE, CABLE TV INSTALLERS                   | 536            | 85702                  |
| TELLERS  | 302            | 53102                  |
| TEXTILE, APPAREL, FURNISHINGS, NEC--PRECISION    | 655            | 89599                  |
| TEXTILE BLEACHING, DYEING MACHINE OPERATORS      | 755            | 92714                  |
| TEXTILE DRAW-OUT MACH OPERATORS, TENDERS         | 754            | 92711                  |
| TEXTILE MACHINE SETTERS, SET-UP OPERATORS        | 751            | 92702                  |
| TEXTILE OPERATORS, TENDERS--WIND, TWIST, KNIT    | 752            | 92705                  |
| TEXTILE, APPAREL, FURNISHINGS, PRECISION         | 647            | 89500                  |
| TEXTILE, RELATED SETTERS, OPERATORS              | 750            | 92700                  |
| THERAPISTS                                       | 212            | 32300                  |

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| OCCUPATION                                 | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|--|----------------|------------------------|
| THERAPISTS, NEC                            | 219            | 32399                  |
| TIMBER CUTTING AND LOGGING                 | 469            | 73000                  |
| TIMBER CUTTING AND RELATED, NEC            | 474            | 73099                  |
| TIRE BUILDING MACHINE OPERATORS            | 765            | 92911                  |
| TIRE REPAIRERS AND CHANGERS                | 564            | 85953                  |
| TITLE EXAMINERS AND ABSTRACTORS            | 143            | 28311                  |
| TITLE SEARCHERS                            | 142            | 28308                  |
| TOOL AND DIE MAKERS                        | 627            | 89102                  |
| TOOL GRINDERS, FILERS, SHARPENERS          | 630            | 89111                  |
| TRAFFIC TECHNICIANS                        | 268            | 39005                  |
| TRAFFIC, SHIPPING, RECEIVING CLERKS        | 388            | 58028                  |
| TRANS AND RELATED WORKERS, NEC             | 863            | 97899                  |
| TRANS ATTENDANTS--EX FLIGHT                | 459            | 68028                  |
| TRANS, MATERIAL MOVING EQUIPMENT OPS, NEC  | 885            | 97999                  |
| TRANS, MATERIAL MOVING MACHINE OPS         | 832            | 97000                  |
| TRANSIT CLERKS                             | 304            | 53108                  |
| TRANSPORTATION AGENTS                      | 382            | 58011                  |
| TRANSPORTATION INSPECTORS                  | 501            | 83008                  |
| TRAVEL AGENTS                              | 282            | 43021                  |
| TRAVEL CLERKS                              | 327            | 53802                  |
| TRUCK DRIVERS, HEAVY                       | 834            | 97102                  |
| TRUCK DRIVERS, LIGHT                       | 835            | 97105                  |
| TYPESETTING, COMPOSING MACHINE OPS         | 745            | 92541                  |
| TYPISTS, INCLUDING WORD PROCESSING         | 344            | 55307                  |
| U.S. MARSHALLS                             | 407            | 63026                  |
| UNDERGROUND MINE MACHINE MECHANICS         | 509            | 85117                  |
| UNDERWRITERS                               | 26             | 21102                  |
| UPHOLSTERERS                               | 650            | 89508                  |
| URBAN AND REGIONAL PLANNERS                | 121            | 27105                  |
| USHERS, LOBBY ATTENDANTS                   | 456            | 68021                  |
| VEHICLE WASHERS, EQUIPMENT CLEANERS        | 906            | 98905                  |
| VETERINARY ASSISTANTS                      | 486            | 79806                  |
| VETERINARY TECHNICIANS                     | 243            | 32951                  |
| VETS AND VETERINARY INSPECTORS             | 210            | 32114                  |
| VOCATIONAL & EDUCATIONAL COUNSELOR         | 200            | 31514                  |
| WAITERS AND WAITRESSES                     | 419            | 65008                  |
| WARDROBE ATTENDANTS                        | 460            | 68032                  |
| WATCH ASSEMBLERS, RELATED--PRECISION       | 796            | 93117                  |
| WATCHMAKERS                                | 553            | 85917                  |
| WATER TRANSPORTATION WORKERS               | 849            | 97500                  |
| WATER TREATMENT PLANT OPERATORS            | 820            | 95002                  |
| WEIGHERS, MEASURERS--RECORDKEEPING         | 384            | 58017                  |
| WELDERS AND CUTTERS                        | 803            | 93914                  |
| WELDING MACH OPERATORS AND TENDERS         | 708            | 91705                  |
| WELDING MACH SETTERS, SET-UP OPS           | 707            | 91702                  |
| WELFARE ELIGIBILITY WORKERS, INTERVIEWERS  | 319            | 53502                  |
| WELL HEAD PUMPERS                          | 868            | 97911                  |
| WHOLESALE AND RETAIL BUYERS--EX FARM PRODS | 34             | 21302                  |
| WOOD MACHINISTS                            | 643            | 89308                  |
| WOODWORK MACH OPS, TNDRS--EX SAWING        | 735            | 92314                  |



# Alphabetical Index of Occupations

| OCCUPATION                        | LINE<br>NUMBER | CALIFORNIA<br>OES CODE |
|-----------------------------------|----------------|------------------------|
| WOODWORK MACH SETTERS--EX SAWING  | 734            | 92311                  |
| WOODWORKERS, NEC--PRECISION       | 646            | 89399                  |
| WOODWORKERS, PRECISION            | 640            | 89300                  |
| WOODWORKING MACHINE SETTERS, OPS  | 730            | 92300                  |
| WORKERS, PRECISION--NEC           | 685            | 89999                  |
| WRITERS AND EDITORS               | 246            | 34002                  |
| WRITERS, ARTISTS, ENTER, ATHLETES | 245            | 34000                  |



# Standard Industrial Classification Manual

The Standard Industrial Classification (SIC) is a nationally standardized system for identifying and coding business establishments according to their industrial activity. An "establishment" is an economic unit, generally located at a single physical location, where business is conducted or where services or industrial operations are performed. The Standard Industrial Classification (SIC) Manual is the reference guide used to accurately apply and/or understand the classification coding system.

The SIC Manual's format separates industries into ten broad divisions, such as manufacturing and retail trade. Within those broad groupings are more specific two-digit codes, as well as more detailed three-digit and four-digit codes, that identify specific industries. Brief narratives describe the kinds of establishments contained in each classification category.

## Suggestions for Users

The SIC Manual facilitates the collection, analysis and publication of information about business establishments. This standardized system is used throughout the United States to promote uniformity in the publications of private and governmental agencies. The Employment Development Department's field office personnel use the manual to assign SIC codes to employers

to aid in providing services. Trade associations and private industry use the manual in reference books, such as the California Manufacturers Register.

The manual can help one to understand the composite industries summarized in publications. However, all public sector workers are usually grouped together into a category called "government", which includes federal, state and local government, and state and local education.

The U.S. Department of Labor, Occupational Safety and Health Administration provides SIC information on the Internet at <http://www.osha.gov/oshstats/sicser.html>

The SIC Manual may be purchased from U.S. Government Bookstores, Bureau of Labor Statistics, or the Superintendent of Documents in Los Angeles or San Francisco. For information about purchasing this manual, contact:

U.S. Government Bookstore  
Marathon Plaza, Room 141-S  
303 2nd Street  
San Francisco, CA 94107  
Phone - (415) 512-2770  
Fax - (415) 512-2776  
<http://access.gpo.gov>

# North American Industry Classification System

The United States has a new industry classification system. The North American Industry Classification System (NAICS) will soon replace the U.S. Standard Industrial Classification (SIC) system.

NAICS is the first-ever North American Industry classification system. The system was developed by the U.S., Canada, and Mexico to provide comparable statistics across the three countries. For the first time, government and business analysts will be able to compare directly industrial production statistics collected and published in the three North American Free Trade Agreement countries.

NAICS will reshape the way we view our changing economy. It is a unique, all-new system for classifying business establishments. It is the first economic classification system to be constructed based on a single economic concept. Economic units that use like processes to produce goods or services are grouped together. This "production-oriented" system means that statistical agencies in the United States will produce data that can be used for:

- measuring productivity, unit labor costs, and the capital intensity of production;
- constructing input-output relationships and;
- estimating employment-output relationships and other such statistics that require that inputs and outputs be used together.

NAICS responds to increasing and serious criticism about the SIC. NAICS reflects the structure of today's economy in the United States, Canada, and Mexico, including the emergence and growth of the service sector and new and advanced technologies. It is a flexible system that allows each country to recognize important industries below the level at which comparable data will be shown for all three countries.

The 1997 Economic Census will provide the first official NAICS-based statistics. Advance statistics will appear in early 1999. A report in 2000 will show relationships between NAICS and SIC industries.

Implementation by Federal agencies will be in phases. Some agency programs will convert to NAICS as early as 1999, others as late as 2004.

## How is NAICS better?

NAICS will make economic statistics more useful. It will improve basic benchmark and current performance statistics, like manufacturers' shipments, retail sales, and service receipts. It will improve statistics by providing an all-new industry classification system that is more:

*Relevant.* NAICS identifies new industries, revises concepts, and reorganizes classifications so that industry-classified statistics highlight businesses that contribute most to our economy.



*Consistent.* NAICS classifies businesses into industries based on one principle instead of several; the principle that businesses using similar production processes are classified together.

*Comparable.* NAICS provides first-ever comparability in North American industry classifications and economic statistics.

*Flexible.* NAICS classifications will be updated regularly to keep pace with changes in our economy; every 5 years, all three North American countries will review NAICS and make needed revisions.

### **How NAICS will affect the economic data you use.**

Every sector of the economy has been restructured and redefined:

- A new *Information* sector combines communications, publishing, motion picture and sound recording, and online services, recognizing our information-based economy.
- *Manufacturing* is restructured to recognize new high-tech industries. A new subsector is devoted to computers and electronics, including reproduction of software.
- *Retail Trade* is redefined. In addition, eating and drinking places are transferred to a new *Accommodation and Food Services* sector.
- The difference between *Retail* and *Wholesale* is now based on how each store conducts business. For example, many computer stores are reclassified from wholesale to retail.
- Nine new service sectors and 250 new service industries are recognized.

### **All new numbering system**

Numeric codes for each NAICS classification are completely different from those of the SIC. The new numbering system underscores the "clean slate" approach taken in NAICS and allows its classification changes to be fully developed. The new system provides five levels of classification (up from four in the SIC), detailed codes that have a maximum of six-digits (up from four in the SIC) and detailed classifications called "U.S. Industry" (instead of "Industry" in the SIC). These changes require new numbers, even for industries that continue without change. For example, both NAICS and SIC include the detailed industry, "Passenger car rental." However, in NAICS, it has code number 532111, and in the SIC, it was code number 7514. While all NAICS numeric codes are new, like the SIC, they are organized into multi-level hierarchical classification groups that build up from the detailed industry level. The additional level of classification and expanded number of digits permit NAICS to account for the increased number of classifications, provide flexibility in structuring industry classification groups, and allow for country-based variations in classification detail.

A variety of information resources are available to help users of business statistics understand and use NAICS. Additional information, answers to frequently asked questions, and updated agency implementation plans are available at the Census Bureau's Internet site:

**[www.census.gov/naics](http://www.census.gov/naics)**

Answers to specific classification and data program inquiries may also be addressed to industry experts at:

**Phone: 1-888-75NAICS**

**E-mail: [naics@census.gov](mailto:naics@census.gov)**



# Projection Methods And Economic Assumptions

The employment projection process consists of two phases – first, projections for employment by industry are made using both historical data and current information about the economy. Next, the industry projections become a primary data source used to project changes in occupational employment.

Changes in occupational employment over time result from two principal sources: industry growth and technological change. In developing occupational employment projections, both of these components must be addressed.

The following is a discussion of how industry and occupational projections are developed, beginning with a description of data sources and followed by a description of the steps involved.

## Principal Data Sources

### Employment by Industry

The source of the official historical industry employment series used for industry projections for the state and each county is the Current Employment Statistics (CES) program. This is a Federal/State co-operative program that compiles monthly estimates of industry employment groupings for the state and each county. These monthly industry employment estimates are based primarily on employer sample surveys.

A second source used in industry forecasts is the Covered Employment and Wage Data, or ES-202 program. Essentially, this program extracts employment and wage information from quarterly tax returns filed by each California employer covered by unemployment insurance. Each employer has been assigned a specific industry and county code and these data are compiled to provide the 'actual' industry employment levels for each industry and county. These data are then used for benchmarking the monthly industry employment

estimates made in the CES program. This is also a Federal/State co-operative program.

### Employment by Occupation

Occupational employment estimates are based on survey data collected through the Occupational Employment Statistics (OES) program. The OES survey is an annual mail survey of non-farm employers conducted by the Employment Development Department in cooperation with the U.S. Bureau of Labor Statistics. The survey is based on a sample designed to represent the universe of employers in each state. In California, data are collected for over 800 occupations at the three-digit SIC level of detail. The survey samples approximately 110,000 business establishments over a three year period.

## The Process

### Industry Projections

Industry projections are first developed at aggregated levels (industry groupings) for the state and each county based on the Current Employment Statistics employment series.

Second, these aggregated industry projections are then broken down into more industry specific detail using the ES-202 data. The industry specific projections then become the primary source from which occupational projections are developed by using industry staffing patterns data. The following steps outline the process:

- Approximately every two years, industry employment projections are produced for the nation by the Bureau of Labor Statistics.
- Industry projections are then developed for the State using input from the national forecast and the historical industry employment series for the State.

- County industry projections are then developed using input from the state forecast and the historical employment series for each county.
- State projections are developed for ten years from the base period and county projections are developed for seven years from the base period.
- The State forecasts are reviewed by Labor Market Information Division (LMID) industry analysts, California's Department of Finance, and academics.
- County forecasts are reviewed by local area consultants who provide up to date information regarding recent developments in each county that would not normally be accounted for in the model.

### Occupational Projections

The distribution of industry employment by occupation is performed in three steps.

- OES survey responses are summarized by industry and matched with the appropriate SIC in the area. (In cases where local OES responses are not available, either state-wide responses or another area's responses are substituted.)
- The survey data are adjusted to total to the annual average employment level for each industry. This results in estimates of employment by occupation within the three-digit SICs for the base year.
- Finally, base year staffing patterns are adjusted to account for projected shifts in the occupational distributions due to technological changes. These projected changes are derived from special studies conducted by the U.S. Bureau of Labor Statistics. Applying these changes to the base year staffing patterns results in staffing patterns by three-digit SIC for the projected year. Projected year staffing patterns are applied to the industry employment projections

to produce occupational employment projections within three-digit SICs. Data by occupation are then summed to get the occupational estimates. The difference between the base year occupation estimates and the projected year projections represents the job growth resulting from industry growth and from technological change. (Change factors do not try to predict regulatory changes.)

Demand for workers is also created by openings that result when workers leave their jobs to enter other occupations, retire, or leave the labor force for other reasons. These openings, termed *separations*, are important because, in most occupations, they exceed job openings resulting from employment growth. Even occupations that are projected to decline usually provide job openings due to separations. Separations are developed from separation rates compiled on a national basis every two years by the Bureau Of Labor Statistics.

### **Economic Assumptions**

The industry and occupational projections in this report are based on the following assumptions:

- ✓ The institutional framework of the U.S. economy will not change radically.
- ✓ Recent technological and scientific trends will continue.
- ✓ The long-term employment patterns will continue in most industries.
- ✓ Federal, state, and local government agencies will continue to operate under budgetary constraints.
- ✓ No major events, such as war, will occur that will significantly alter the industrial structure of the economy, the occupational staffing patterns, or the rate of long-term growth.
- ✓ Population growth rates and age distributions will not differ significantly from Department of Finance projections presently available.
- ✓ Attitudes toward work, education, income, and leisure will not change significantly.

# *Projections & Planning Information*

## **Module E:**

# **Wages**





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# Occupational Employment Statistics Wage Survey

The Occupational Employment Statistics (OES) survey is an annual mail survey measuring occupational employment and occupational wage rates for wage and salary workers in nonfarm establishments by industry. The survey samples approximately 37,000 establishments per year, taking 3 years to fully collect the sample of 113,000 establishments in California.

The 2000 OES survey is the second year to use the new Standard Occupational Classification (SOC) system to identify occupational categories. These survey samples are based only on two years of data collected in the 1999 and 2000 survey. Surveys prior to 1999 used the Occupational Employment Statistics (OES) classification system. Of the nearly 770 SOC occupations, 374 are a direct match with the OES classification system definitions. The rest are newly defined SOC occupations. The SOC structure and definitions can be found at the Bureau of Labor Statistics (BLS) SOC website at [www.bls.gov](http://www.bls.gov).

The wage data for all occupations have been updated to the third quarter of 2001 by applying the Employment Cost Index of the 2000 SOC wage database. The occupational employment estimates are for 2000. A more complete set of technical notes for the 2000 OES survey is available at the BLS website.

## 'Employment' Definition

The OES survey defines employment as the number of workers who can be classified as full-time or part-time employees; workers on paid vacations or other types of leave; workers on unpaid or short-term absences; salaried officers, executives, and staff members of incorporated firms; employees temporarily assigned to other units; and employees for whom the reporting unit is their permanent duty station, regardless of whether that unit prepares their paycheck. The survey excludes the self-employed, owners/partners of unincorporated firms, and unpaid family workers. Employees are reported in the occupation in which they are working, not necessarily for which they were trained.

## Business Establishment Description

The OES survey uses the Standard Industrial Classification (SIC) system to classify all an economic unit which processes goods or provides services, such as a factory or store. The establishment is generally at a single physical location and is engaged primarily in one type of economic activity.

The scope of the survey includes establishments in SIC codes 07, 10, 12 to 17, 20 to 42, 44 to 65, 67, 70, 72, 73, 75, 76, 78 to 84, 86, 87, and 89 covering agricultural services; mining; construction; manufacturing; transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; services; and government.

## Source of Sample Selection

The California Unemployment Insurance (UI) file provided the universe from which the OES survey draws its sample. The employment benchmark was obtained from reports submitted by employers to the UI program. In some nonmanufacturing industries, supplemental sources are used for establishments not reporting to the UI program.

The OES survey frame is stratified by area, industry and size class. Size classes are defined as follows:

| <u>Size Class</u> | <u>Number of Employees</u> |
|-------------------|----------------------------|
| 1                 | 1 to 4                     |
| 2                 | 5 to 9                     |
| 3                 | 10 to 19                   |
| 4                 | 20 to 49                   |
| 5                 | 50 to 99                   |
| 6                 | 100 to 249                 |
| 7                 | 250 and above              |

UI reporting units with 250 or more employees are sampled with certainty across a 3-year period. Generally, one-third of the certainty units are sampled each year in each state. There are some states that sample more than one-third of their certainty units during one survey year.

## Terms and Concepts

**Employment** represents the estimate of total wage and salary employment in an occupation across the industries in which it was surveyed. The OES survey form contains between 50 and 225 SOC occupations selected on the basis of the industry classification and size of the sampled establishments. To reduce paperwork and respondent burden, no survey form contains every SOC occupation. Thus, data for specific occupations are collected from establishments within industries that are the predominant employers of labor in those occupations.

**Wages** for the OES survey are straight-time gross pay, exclusive of premium pay. Included are base rate, cost-of-living allowances, guaranteed pay, hazardous duty pay, incentive pay including commissions and production bonuses, tips, and on-call pay. Excluded are back pay, jury duty pay, overtime pay, severance pay, shift differentials, non-production bonuses, employer cost of supplementary benefits, and tuition reimbursements.

The OES survey collects wage data in 12 intervals. Employers report the number of employees in an occupation per each wage range. The wage intervals are as follows:

| Interval | Hourly Wage      | Annual Wage          |
|----------|------------------|----------------------|
| A        | Under \$6.75     | Under \$14,040       |
| B        | \$6.75 to 8.49   | \$14,040 to 17,679   |
| C        | \$8.50 to 10.74  | \$17,680 to 22,359   |
| D        | \$10.75 to 13.49 | \$22,360 to 28,079   |
| E        | \$13.50 to 16.99 | \$28,080 to 35,359   |
| F        | \$17.00 to 21.49 | \$35,360 to 44,719   |
| G        | \$21.50 to 27.24 | \$44,720 to 56,679   |
| H        | \$27.25 to 34.49 | \$56,680 to 71,759   |
| I        | \$34.50 to 43.74 | \$71,760 to 90,999   |
| J        | \$43.75 to 55.49 | \$91,000 to 115,439  |
| K        | \$55.50 to 69.99 | \$115,440 to 145,599 |
| L        | \$70.00 and over | \$145,600 and over   |

Wages are calculated using wage data from establishments in the industries that are the predominant employers of an occupation. Industries that do not typically employ workers in a given occupation are not included in the calculation of the mean and median wage.

**Mean Hourly Wage** is the estimated total wages for an occupation divided by its weighted survey employment. When the wages for an occupation are concentrated in the upper wage interval, it is not possible to calculate a reliable mean. In those instances, both the mean hourly wage and the mean annual wage are replaced by a "(3)" and the user is referred to the appropriate footnote. There are a small number of occupations where only an annual wage figure is provided; the workers in these occupations are generally paid on an annual basis, and their annual wage has been directly calculated from the reported survey data. Occupations that typically have a work-year of less than 2,080 hours include musical and entertainment occupations, aircraft pilots, flight attendants, and teachers. These occupations are identified in the data tables with "(2)" in the hourly wage cells.

**Median Hourly Wage** is the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below the median wage, and 50 percent earn wages above the median wage.

**Entry-Level Hourly Wage** is the mean of the first third of the wage distribution. This calculation is provided as a proxy for an entry-level wage.

**First Quartile Wage** is the estimated 25th percentile of the distribution of wages; 25 percent of workers in an occupation earn wages below the first quartile wage, and 75 percent earn wages above the first quartile wage.

**Third Quartile Wage** is the estimated 75th percentile of the distribution of wages; 75 percent of workers in an occupation earn wages below the third quartile wage, and 25 percent earn wages above the third quartile wage.

**Metropolitan Area** The general concept of a metropolitan area (MA) is one of a large population nucleus, together with adjacent communities that have a high degree of economic and social integration with that nucleus. Some MAs are defined around two or more nuclei. The MAs are designated and defined by the Federal Office of Management and Budget, following a set of official published standards. These standards were developed by

the Interagency Federal Executive Committee on Metropolitan Areas, with the aim of producing definitions that are as consistent as possible for all MAs nationwide.

***Metropolitan Statistical Area (MSA)*** A MSA comprises one or more central counties. A MSA also may include one or more outlying counties that have close economic and social relationships with the central county. An outlying county must have a specified level of commuting to the central counties and also must meet certain standards regarding metropolitan character, such as population density, urban population, and population growth. The title of a MSA contains the name of its largest city and up to two additional city names, provided that the additional places meet specified levels of population, employment and commuting. Generally a city of 250,000 or more is in the title, regardless of other criteria.

***Primary Metropolitan Statistical Area (PMSA)*** The criteria that designates and defines a MSA also designates and defines a PMSA. If an area that qualifies as a MA has more than one million persons, primary metropolitan statistical areas (PMSAs) may be defined within it. PMSAs consist of a large urbanized county or cluster of counties that demonstrate very strong internal economic and social links, in addition to close ties to other portions of the larger area. The title of a PMSA may contain up to three place names, or up to three county names, sequenced in order of population.

***Consolidated Metropolitan Statistical Area (CMSA)*** A CMSA consists of two or more Primary Metropolitan Statistical Areas (PMSAs).





# Occupational Employment Statistics (OES) Survey Results

## North California Region

### Colusa, Glenn, Lassen, Modoc, Nevada, Plumas, Sierra, Siskiyou, Tehama, & Trinity Counties

These survey data are from the 2001 Occupational Employment Statistics (OES) survey. The wages have all been updated to the third quarter of 2002 by applying the US Department of Labor's Employment Cost Index to the 2001 wages. Occupations are classified using the Standard Occupational Classification (SOC) codes. For details of the methodology, see the Overview of the OES Survey at

[http://www.calmis.ca.gov/file/occup\\$/oes\\$.htm](http://www.calmis.ca.gov/file/occup$/oes$.htm)

(Sorted by Occupational Title)

| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 13-2011  | Accountants and Auditors   | \$14.73                     | \$23.26          | \$16.73                     | \$22.35                              | \$29.29                     |
| 11-3011  | Administrative Services Managers                                     | \$14.44                     | \$21.12          | \$16.54                     | \$20.55                              | \$24.60                     |
| 25-3011  | Adult Literacy, Remedial Education, and GED Teachers and Instructors | \$18.64                     | \$25.59          | \$22.95                     | \$26.51                              | \$30.51                     |
| 11-2011  | Advertising and Promotions Managers                                  | \$17.63                     | \$32.91          | \$20.78                     | \$31.26                              | \$40.93                     |
| 41-3011  | Advertising Sales Agents   | \$10.46                     | \$20.86          | \$11.31                     | \$18.68                              | \$21.94                     |
| 19-4011  | Agricultural and Food Science Technicians                            | \$10.64                     | \$11.99          | \$11.08                     | \$12.00                              | \$12.94                     |
| 19-1010  | Agricultural and Food Scientists                                     | \$19.31                     | \$23.29          | \$20.87                     | \$23.79                              | \$26.16                     |
| 45-2091  | Agricultural Equipment Operators                                     | \$8.22                      | \$9.52           | \$8.83                      | \$9.61                               | \$10.37                     |
| 45-2011  | Agricultural Inspectors  | \$14.59                     | \$17.77          | \$16.06                     | \$18.41                              | \$20.17                     |
| 49-3011  | Aircraft Mechanics and Service Technicians                           | \$11.26                     | \$14.04          | \$11.62                     | \$12.98                              | \$16.38                     |
| 37-9099  | All Other Building and Grounds Cleaning and Maintenance Workers      | \$6.94                      | \$10.20          | \$7.37                      | \$10.04                              | \$11.74                     |
| 47-4999  | All Other Construction Trades and Related Workers                    | \$10.23                     | \$16.72          | \$13.42                     | \$16.46                              | \$19.56                     |
| 21-9099  | All Other Counselors, Social and Religious Workers                   | \$13.85                     | \$19.79          | \$15.29                     | \$18.17                              | \$22.88                     |

| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 17-3099  | All Other Drafters, Engineering, and Mapping Technicians                   | \$16.36                     | \$21.49          | \$18.68                     | \$22.42                              | \$25.33                     |
| 43-4999  | All Other Financial, Information, and Record Clerks                        | \$10.97                     | \$15.80          | \$13.00                     | \$15.63                              | \$17.73                     |
| 23-9099  | All Other Legal and Related Workers  | \$12.93                     | \$19.06          | \$14.07                     | \$19.32                              | \$22.88                     |
| 43-9999  | All Other Secretaries, Administrative Assistants, and Other Office Support | \$8.31                      | \$11.04          | \$9.23                      | \$10.19                              | \$11.16                     |
| 25-3999  | All Other Teachers, Primary, Secondary, and Adult                          | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 39-3091  | Amusement and Recreation Attendants  | \$7.27                      | \$8.99           | \$7.58                      | \$8.83                               | \$10.25                     |
| 33-9011  | Animal Control Workers   | \$6.75*                     | \$7.59           | \$6.75*                     | \$7.03                               | \$8.13                      |
| 19-3091  | Anthropologists and Archeologists  | \$17.08                     | \$20.80          | \$18.01                     | \$21.06                              | \$24.31                     |
| 13-2021  | Appraisers and Assessors of Real Estate                                    | \$15.67                     | \$22.02          | \$17.09                     | \$21.59                              | \$26.35                     |
| 17-1011  | Architects, Except Landscape and Naval                                     | \$20.66                     | \$26.13          | \$22.65                     | \$25.40                              | \$29.05                     |
| 17-3011  | Architectural and Civil Drafters   | \$17.10                     | \$28.35          | \$18.90                     | \$20.87                              | \$23.24                     |
| 17-0000  | Architecture and Engineering Occupations                                   | \$16.25                     | \$25.31          | \$18.73                     | \$23.95                              | \$30.20                     |
| 25-1121  | Art, Drama, and Music Teachers, Postsecondary                              | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 27-0000  | Arts, Design, Entertainment, Sports, and Media Occupations                 | \$7.55                      | \$15.77          | \$8.74                      | \$13.09                              | \$18.88                     |
| 51-2099  | Assemblers and Fabricators, All Other                                      | \$6.93                      | \$9.64           | \$8.00                      | \$9.86                               | \$11.33                     |
| 49-3021  | Automotive Body and Related Repairers                                      | \$9.98                      | \$14.13          | \$10.99                     | \$14.54                              | \$16.62                     |
| 49-3022  | Automotive Glass Installers and Repairers                                  | \$9.54                      | \$12.88          | \$9.84                      | \$11.24                              | \$14.46                     |
| 49-3023  | Automotive Service Technicians and Mechanics                               | \$10.43                     | \$15.91          | \$12.33                     | \$16.32                              | \$19.56                     |
| 51-3011  | Bakers   | \$6.93                      | \$9.74           | \$7.03                      | \$8.33                               | \$12.35                     |
| 35-3011  | Bartenders   | \$8.04                      | \$8.08           | \$7.62                      | \$8.09                               | \$8.56                      |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 43-3011  | Bill and Account Collectors                               | \$9.15                      | \$12.35          | \$9.92                      | \$11.77                              | \$13.75                     |
| 43-3021  | Billing and Posting Clerks and Machine Operators          | \$9.52                      | \$11.92          | \$9.95                      | \$11.30                              | \$13.41                     |
| 51-5011  | Bindery Workers   | \$6.75*                     | \$8.62           | \$6.75*                     | \$6.88                               | \$11.07                     |
| 25-1042  | Biological Science Teachers, Postsecondary                | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 19-4021  | Biological Technicians                                    | \$10.03                     | \$14.33          | \$10.61                     | \$14.45                              | \$17.14                     |
| 43-3031  | Bookkeeping, Accounting, and Auditing Clerks              | \$8.32                      | \$11.77          | \$8.96                      | \$10.90                              | \$13.84                     |
| 43-4011  | Brokerage Clerks  | \$11.72                     | \$13.45          | \$11.99                     | \$13.40                              | \$15.30                     |
| 13-2031  | Budget Analysts   | \$20.12                     | \$26.39          | \$21.41                     | \$24.70                              | \$27.90                     |
| 37-0000  | Building and Grounds Cleaning and Maintenance Occupations | \$7.10                      | \$11.11          | \$7.72                      | \$9.93                               | \$13.27                     |
| 49-3031  | Bus and Truck Mechanics and Diesel Engine Specialists     | \$12.09                     | \$16.91          | \$13.75                     | \$17.68                              | \$20.44                     |
| 53-3022  | Bus Drivers, School                                       | \$8.59                      | \$11.46          | \$9.52                      | \$11.12                              | \$13.36                     |
| 53-3021  | Bus Drivers, Transit and Intercity                        | \$7.33                      | \$11.33          | \$7.37                      | \$8.40                               | \$11.79                     |
| 13-0000  | Business and Financial Operations Occupations             | \$13.92                     | \$21.55          | \$15.89                     | \$19.83                              | \$25.31                     |
| 13-1199  | Business Operations Specialists, All Other                | \$13.34                     | \$20.64          | \$15.40                     | \$19.19                              | \$24.10                     |
| 51-3021  | Butchers and Meat Cutters                                 | \$8.57                      | \$13.83          | \$9.49                      | \$12.85                              | \$18.69                     |
| 51-7011  | Cabinetmakers and Bench Carpenters                        | \$8.19                      | \$10.85          | \$8.64                      | \$10.39                              | \$13.13                     |
| 47-2031  | Carpenters  | \$13.12                     | \$21.11          | \$14.77                     | \$19.57                              | \$27.65                     |
| 47-2041  | Carpet Installers   | \$7.43                      | \$15.00          | \$8.39                      | \$13.36                              | \$17.96                     |
| 41-2011  | Cashiers  | \$6.75*                     | \$8.72           | \$6.87                      | \$7.72                               | \$9.16                      |
| 47-2051  | Cement Masons and Concrete Finishers                      | \$13.96                     | \$19.23          | \$15.49                     | \$18.16                              | \$21.68                     |

| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 35-1011  | Chefs and Head Cooks   | \$10.71                     | \$15.95          | \$11.75                     | \$17.80                              | \$19.87                     |
| 11-1011  | Chief Executives   | \$24.30                     | \$43.63          | \$28.14                     | \$43.02                              | \$58.99                     |
| 39-9011  | Child Care Workers   | \$7.64                      | \$9.30           | \$8.14                      | \$9.43                               | \$10.50                     |
| 21-1021  | Child, Family, and School Social Workers   | \$9.37                      | \$15.14          | \$10.42                     | \$13.82                              | \$18.00                     |
| 17-3022  | Civil Engineering Technicians  | \$13.17                     | \$20.47          | \$13.98                     | \$20.63                              | \$25.92                     |
| 17-2051  | Civil Engineers  | \$23.39                     | \$28.99          | \$24.78                     | \$28.83                              | \$33.23                     |
| 13-1031  | Claims Adjusters, Examiners, and Investigators   | \$13.04                     | \$21.55          | \$15.37                     | \$20.63                              | \$28.24                     |
| 53-7061  | Cleaners of Vehicles and Equipment   | \$6.75*                     | \$7.77           | \$6.75*                     | \$7.39                               | \$8.54                      |
| 21-2011  | Clergy   | \$7.49                      | \$14.78          | \$8.05                      | \$9.18                               | \$22.90                     |
| 19-3031  | Clinical, Counseling, and School Psychologists   | \$20.11                     | \$26.23          | \$23.37                     | \$27.52                              | \$30.68                     |
| 27-2022  | Coaches and Scouts   | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 51-9121  | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders                    | \$7.72                      | \$10.52          | \$7.96                      | \$9.38                               | \$13.24                     |
| 35-3021  | Combined Food Preparation and Serving Workers, Including Fast Food                         | \$6.75*                     | \$7.74           | \$6.75*                     | \$7.07                               | \$9.17                      |
| 53-2012  | Commercial Pilots  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 43-2099  | Communications Equipment Operators, All Other  | \$18.37                     | \$19.13          | \$18.20                     | \$19.47                              | \$20.75                     |
| 21-0000  | Community and Social Services Occupations  | \$10.18                     | \$17.80          | \$11.96                     | \$16.20                              | \$22.34                     |
| 13-1072  | Compensation, Benefits, and Job Analysis Specialists                                       | \$14.58                     | \$20.20          | \$16.32                     | \$20.31                              | \$23.99                     |
| 13-1041  | Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportati | \$14.63                     | \$19.32          | \$15.66                     | \$18.31                              | \$23.13                     |
| 11-3021  | Computer and Information Systems Managers  | \$22.56                     | \$36.53          | \$28.28                     | \$35.34                              | \$44.52                     |

| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 15-0000  | Computer and Mathematical Occupations                              | \$12.47                     | \$22.90          | \$15.09                     | \$21.26                              | \$29.07                     |
| 43-9011  | Computer Operators   | \$11.36                     | \$15.06          | \$12.32                     | \$14.45                              | \$17.64                     |
| 15-1021  | Computer Programmers   | \$12.43                     | \$24.72          | \$14.58                     | \$24.04                              | \$31.33                     |
| 15-1031  | Computer Software Engineers, Applications                          | \$18.87                     | \$30.34          | \$21.09                     | \$29.76                              | \$37.27                     |
| 15-1032  | Computer Software Engineers, Systems Software                      | \$19.51                     | \$24.30          | \$19.52                     | \$21.55                              | \$28.85                     |
| 15-1099  | Computer Specialists, All Other                                    | \$9.48                      | \$16.32          | \$11.19                     | \$13.63                              | \$19.82                     |
| 15-1041  | Computer Support Specialists                                       | \$9.68                      | \$16.70          | \$10.97                     | \$15.64                              | \$19.79                     |
| 15-1051  | Computer Systems Analysts  | \$19.85                     | \$28.64          | \$22.14                     | \$27.09                              | \$33.03                     |
| 49-2011  | Computer, Automated Teller, and Office Machine Repairers           | \$7.78                      | \$10.01          | \$7.99                      | \$9.01                               | \$10.69                     |
| 51-4011  | Computer-Controlled Machine Tool Operators, Metal and Plastic      | \$9.89                      | \$14.74          | \$11.03                     | \$14.82                              | \$18.71                     |
| 19-1031  | Conservation Scientists  | \$17.01                     | \$22.54          | \$18.98                     | \$23.02                              | \$26.36                     |
| 47-4011  | Construction and Building Inspectors                               | \$15.89                     | \$19.91          | \$16.06                     | \$17.82                              | \$24.02                     |
| 47-0000  | Construction and Extraction Occupations                            | \$11.01                     | \$18.06          | \$12.59                     | \$16.66                              | \$22.37                     |
| 47-2061  | Construction Laborers  | \$9.73                      | \$14.10          | \$10.22                     | \$12.44                              | \$16.84                     |
| 11-9021  | Construction Managers  | \$25.57                     | \$33.50          | \$29.57                     | \$33.32                              | \$38.72                     |
| 49-9012  | Control and Valve Installers and Repairers, Except Mechanical Door | \$22.62                     | \$26.38          | \$24.30                     | \$27.11                              | \$29.70                     |
| 35-2011  | Cooks, Fast Food   | \$6.75*                     | \$6.85           | \$6.75*                     | \$6.80                               | \$7.80                      |
| 35-2012  | Cooks, Institution and Cafeteria                                   | \$7.28                      | \$9.96           | \$8.03                      | \$9.79                               | \$11.31                     |
| 35-2014  | Cooks, Restaurant  | \$7.78                      | \$9.42           | \$8.04                      | \$9.18                               | \$10.50                     |
| 35-2015  | Cooks, Short Order   | \$6.75*                     | \$7.88           | \$6.75*                     | \$7.53                               | \$8.74                      |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 33-3012  | Correctional Officers and Jailers   | \$18.94                     | \$23.31          | \$22.06                     | \$24.26                              | \$26.48                     |
| 13-1051  | Cost Estimators   | \$15.05                     | \$24.30          | \$16.63                     | \$23.71                              | \$28.64                     |
| 41-2021  | Counter and Rental Clerks   | \$6.75*                     | \$8.50           | \$6.75*                     | \$7.70                               | \$9.71                      |
| 35-3022  | Counter Attendants, Cafeteria, Food Concession, and Coffee Shop                         | \$6.75*                     | \$8.95           | \$7.00                      | \$8.77                               | \$10.98                     |
| 43-5021  | Couriers and Messengers   | \$8.32                      | \$9.56           | \$8.74                      | \$9.62                               | \$10.50                     |
| 43-4031  | Court, Municipal, and License Clerks  | \$10.62                     | \$14.35          | \$11.69                     | \$13.66                              | \$16.27                     |
| 13-2041  | Credit Analysts   | \$17.66                     | \$27.14          | \$20.58                     | \$26.11                              | \$32.23                     |
| 43-4041  | Credit Authorizers, Checkers, and Clerks  | \$8.55                      | \$13.28          | \$10.95                     | \$13.97                              | \$16.48                     |
| 51-9021  | Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders               | \$9.43                      | \$17.04          | \$10.18                     | \$14.11                              | \$24.74                     |
| 43-4051  | Customer Service Representatives  | \$9.31                      | \$12.85          | \$9.73                      | \$11.20                              | \$14.29                     |
| 51-9032  | Cutting and Slicing Machine Setters, Operators, and Tenders                             | \$10.55                     | \$12.24          | \$11.25                     | \$12.34                              | \$13.46                     |
| 51-4031  | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | \$7.91                      | \$13.75          | \$8.38                      | \$13.87                              | \$17.33                     |
| 43-9021  | Data Entry Keyers   | \$8.20                      | \$10.80          | \$8.66                      | \$10.25                              | \$12.73                     |
| 15-1061  | Database Administrators   | \$10.79                     | \$18.68          | \$12.30                     | \$17.02                              | \$25.14                     |
| 41-9011  | Demonstrators and Product Promoters   | \$8.12                      | \$15.02          | \$8.55                      | \$13.77                              | \$20.34                     |
| 31-9091  | Dental Assistants   | \$9.65                      | \$13.85          | \$10.73                     | \$15.17                              | \$16.62                     |
| 29-2021  | Dental Hygienists   | \$13.40                     | \$29.12          | \$14.26                     | \$34.02                              | \$40.61                     |
| 51-9081  | Dental Laboratory Technicians   | \$9.69                      | \$10.66          | \$9.78                      | \$10.47                              | \$11.19                     |
| 29-1020  | Dentists  | \$48.24                     | \$54.10          | \$48.38                     | \$52.54                              | \$57.46                     |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 43-9031  | Desktop Publishers  | \$10.70                     | \$13.21          | \$11.65                     | \$12.84                              | \$14.11                     |
| 33-3021  | Detectives and Criminal Investigators                             | \$19.55                     | \$24.56          | \$20.67                     | \$24.08                              | \$28.12                     |
| 29-1031  | Dietitians and Nutritionists                                      | \$19.68                     | \$23.99          | \$21.81                     | \$23.79                              | \$26.11                     |
| 35-9011  | Dining Room and Cafeteria Attendants and Bartender Helpers        | \$6.75*                     | \$6.75*          | \$6.75*                     | \$6.75*                              | \$7.29                      |
| 35-9021  | Dishwashers   | \$6.75*                     | \$6.88           | \$6.75*                     | \$6.82                               | \$7.62                      |
| 43-5032  | Dispatchers, Except Police, Fire, and Ambulance                   | \$10.17                     | \$14.33          | \$11.14                     | \$14.11                              | \$16.51                     |
| 53-3031  | Driver/Sales Workers  | \$6.75*                     | \$9.52           | \$7.11                      | \$8.50                               | \$10.87                     |
| 47-2081  | Drywall and Ceiling Tile Installers                               | \$9.89                      | \$15.08          | \$10.75                     | \$15.13                              | \$17.99                     |
| 47-5021  | Earth Drillers, Except Oil and Gas                                | \$10.50                     | \$15.81          | \$11.10                     | \$15.90                              | \$20.24                     |
| 27-3041  | Editors   | \$10.16                     | \$14.64          | \$11.86                     | \$14.02                              | \$18.81                     |
| 11-9032  | Education Administrators, Elementary and Secondary School         | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 11-9033  | Education Administrators, Postsecondary                           | \$17.67                     | \$36.31          | \$22.35                     | \$40.14                              | \$51.75                     |
| 11-9031  | Education Administrators, Preschool and Child Care Center/Program | \$14.03                     | \$17.36          | \$15.31                     | \$17.33                              | \$20.14                     |
| 25-0000  | Education, Training, and Library Occupations                      | \$9.14                      | \$17.19          | \$10.43                     | \$16.07                              | \$23.07                     |
| 25-9199  | Education, Training, and Library Workers, All Other               | \$9.23                      | \$13.75          | \$9.80                      | \$11.23                              | \$15.55                     |
| 21-1012  | Educational, Vocational, and School Counselors                    | \$12.32                     | \$20.48          | \$15.28                     | \$20.09                              | \$25.23                     |
| 49-2092  | Electric Motor, Power Tool, and Related Repairers                 | \$16.16                     | \$20.78          | \$17.96                     | \$21.83                              | \$24.42                     |
| 17-3023  | Electrical and Electronic Engineering Technicians                 | \$14.20                     | \$20.13          | \$15.62                     | \$18.77                              | \$24.28                     |
| 51-2022  | Electrical and Electronic Equipment Assemblers                    | \$7.36                      | \$10.27          | \$7.65                      | \$9.59                               | \$12.43                     |
| 17-3012  | Electrical and Electronics Drafters                               | \$20.23                     | \$26.59          | \$23.06                     | \$27.84                              | \$31.69                     |

| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 47-2111  | Electricians   | \$11.54                     | \$18.32          | \$12.68                     | \$17.63                              | \$22.83                     |
| 17-2072  | Electronics Engineers, Except Computer                     | \$23.42                     | \$34.86          | \$30.41                     | \$37.78                              | \$42.65                     |
| 25-2021  | Elementary School Teachers, Except Special Education       | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 43-4061  | Eligibility Interviewers, Government Programs              | \$9.88                      | \$11.93          | \$10.18                     | \$11.44                              | \$13.59                     |
| 29-2041  | Emergency Medical Technicians and Paramedics               | \$7.50                      | \$11.07          | \$8.12                      | \$10.58                              | \$13.09                     |
| 13-1071  | Employment, Recruitment, and Placement Specialists         | \$14.61                     | \$20.05          | \$15.55                     | \$18.21                              | \$21.07                     |
| 11-9041  | Engineering Managers                                       | \$22.28                     | \$34.88          | \$24.94                     | \$31.88                              | \$41.18                     |
| 17-2199  | Engineers, All Other                                       | \$19.33                     | \$27.90          | \$24.08                     | \$28.36                              | \$34.18                     |
| 25-1123  | English Language and Literature Teachers, Postsecondary    | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 17-2081  | Environmental Engineers                                    | \$18.97                     | \$27.27          | \$21.73                     | \$28.47                              | \$32.13                     |
| 19-2041  | Environmental Scientists and Specialists, Including Health | \$16.27                     | \$24.30          | \$18.17                     | \$23.84                              | \$28.65                     |
| 53-7032  | Excavating and Loading Machine and Dragline Operators      | \$14.88                     | \$18.34          | \$15.51                     | \$17.21                              | \$20.38                     |
| 43-6011  | Executive Secretaries and Administrative Assistants        | \$10.86                     | \$15.31          | \$11.53                     | \$13.95                              | \$18.32                     |
| 45-4021  | Fallers  | \$27.22                     | \$36.31          | \$34.09                     | \$39.45                              | \$43.06                     |
| 49-3041  | Farm Equipment Mechanics                                   | \$9.34                      | \$12.75          | \$10.12                     | \$12.59                              | \$14.64                     |
| 45-0000  | Farming, Fishing, and Forestry Occupations                 | \$6.90                      | \$13.67          | \$7.24                      | \$8.89                               | \$15.19                     |
| 45-9099  | Farming, Fishing, and Forestry Workers, All Other          | \$6.90                      | \$10.15          | \$7.20                      | \$9.48                               | \$11.44                     |
| 45-2092  | Farmworkers and Laborers, Crop, Nursery, and Greenhouse    | \$6.84                      | \$7.97           | \$7.04                      | \$7.64                               | \$8.38                      |
| 45-2093  | Farmworkers, Farm and Ranch Animals                        | \$8.06                      | \$11.21          | \$8.33                      | \$9.66                               | \$14.67                     |
| 43-4071  | File Clerks  | \$6.77                      | \$9.61           | \$7.12                      | \$9.20                               | \$10.84                     |



| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 13-2051  | Financial Analysts   | \$17.51                     | \$26.90          | \$19.05                     | \$24.73                              | \$28.37                     |
| 13-2061  | Financial Examiners  | \$14.47                     | \$19.71          | \$15.57                     | \$17.70                              | \$23.95                     |
| 11-3031  | Financial Managers   | \$16.37                     | \$30.54          | \$18.08                     | \$29.57                              | \$40.20                     |
| 13-2099  | Financial Specialists, All Other   | \$13.34                     | \$18.25          | \$14.82                     | \$18.85                              | \$21.06                     |
| 33-2011  | Fire Fighters  | \$11.13                     | \$14.48          | \$11.60                     | \$12.99                              | \$14.68                     |
| 33-2021  | Fire Inspectors and Investigators  | \$17.41                     | \$25.06          | \$19.25                     | \$25.56                              | \$31.21                     |
| 47-1011  | First-Line Supervisors/Managers of Construction Trades and Extraction Workers            | \$18.96                     | \$25.37          | \$21.17                     | \$25.14                              | \$29.49                     |
| 33-1011  | First-Line Supervisors/Managers of Correctional Officers                                 | \$25.12                     | \$29.92          | \$27.87                     | \$30.72                              | \$33.57                     |
| 45-1011  | First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers                | \$10.46                     | \$18.53          | \$11.26                     | \$18.95                              | \$24.11                     |
| 33-1021  | First-Line Supervisors/Managers of Fire Fighting and Prevention Workers                  | \$19.27                     | \$24.37          | \$22.41                     | \$25.28                              | \$27.77                     |
| 35-1012  | First-Line Supervisors/Managers of Food Preparation and Serving Workers                  | \$8.27                      | \$11.92          | \$8.76                      | \$11.17                              | \$14.09                     |
| 53-1021  | First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand          | \$14.02                     | \$20.03          | \$15.32                     | \$18.50                              | \$22.68                     |
| 37-1011  | First-Line Supervisors/Managers of Housekeeping and Janitorial Workers                   | \$7.90                      | \$14.24          | \$8.58                      | \$13.91                              | \$18.90                     |
| 37-1012  | First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers | \$10.43                     | \$17.33          | \$13.03                     | \$17.26                              | \$21.31                     |
| 49-1011  | First-Line Supervisors/Managers of Mechanics, Installers, and Repairers                  | \$13.36                     | \$21.42          | \$15.92                     | \$21.22                              | \$26.89                     |
| 41-1012  | First-Line Supervisors/Managers of Non-Retail Sales Workers                              | \$15.10                     | \$21.93          | \$17.60                     | \$19.87                              | \$22.20                     |
| 43-1011  | First-Line Supervisors/Managers of Office and Administrative Support Workers             | \$11.98                     | \$17.05          | \$12.93                     | \$15.55                              | \$20.25                     |
| 39-1021  | First-Line Supervisors/Managers of Personal Service Workers                              | \$10.98                     | \$15.52          | \$12.10                     | \$13.78                              | \$17.12                     |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 33-1012  | First-Line Supervisors/Managers of Police and Detectives                                  | \$23.91                     | \$34.42          | \$27.10                     | \$36.09                              | \$41.72                     |
| 51-1011  | First-Line Supervisors/Managers of Production and Operating Workers                       | \$13.18                     | \$19.76          | \$15.17                     | \$19.58                              | \$23.69                     |
| 41-1011  | First-Line Supervisors/Managers of Retail Sales Workers                                   | \$10.30                     | \$15.79          | \$11.33                     | \$13.61                              | \$18.31                     |
| 53-1031  | First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle | \$13.39                     | \$19.98          | \$15.36                     | \$19.29                              | \$24.28                     |
| 33-1099  | First-Line Supervisors/Managers, Protective Service Workers, All Other                    | \$11.53                     | \$22.16          | \$12.65                     | \$23.49                              | \$28.73                     |
| 33-3031  | Fish and Game Wardens   | \$24.09                     | \$24.62          | \$23.34                     | \$24.91                              | \$26.48                     |
| 39-9031  | Fitness Trainers and Aerobics Instructors   | \$9.41                      | \$15.10          | \$9.76                      | \$11.08                              | \$21.02                     |
| 27-1023  | Floral Designers  | \$7.75                      | \$9.99           | \$8.17                      | \$9.78                               | \$12.00                     |
| 35-9099  | Food Preparation and Serving Related Workers, All Other                                   | \$9.01                      | \$11.15          | \$9.58                      | \$10.97                              | \$12.66                     |
| 35-0000  | Food Preparation and Serving-Related Occupations  | \$6.75*                     | \$8.20           | \$6.89                      | \$7.87                               | \$8.79                      |
| 35-2021  | Food Preparation Workers  | \$6.75*                     | \$8.48           | \$7.07                      | \$8.12                               | \$9.69                      |
| 35-3041  | Food Servers, Nonrestaurant   | \$6.83                      | \$7.63           | \$7.05                      | \$7.63                               | \$8.26                      |
| 11-9051  | Food Service Managers   | \$13.42                     | \$19.99          | \$14.81                     | \$18.20                              | \$24.86                     |
| 25-1124  | Foreign Language and Literature Teachers, Postsecondary                                   | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 19-4093  | Forest and Conservation Technicians   | \$11.76                     | \$16.54          | \$13.03                     | \$16.09                              | \$20.02                     |
| 45-4011  | Forest and Conservation Workers   | \$6.75*                     | \$10.00          | \$6.75*                     | \$9.74                               | \$12.05                     |
| 19-1032  | Foresters   | \$18.80                     | \$24.56          | \$20.34                     | \$23.69                              | \$27.05                     |
| 51-4022  | Forging Machine Setters, Operators, and Tenders, Metal and Plastic                        | \$10.66                     | \$13.48          | \$11.27                     | \$13.72                              | \$15.89                     |
| 11-9061  | Funeral Directors   | \$13.07                     | \$16.44          | \$13.71                     | \$15.60                              | \$17.93                     |
| 11-1021  | General and Operations Managers   | \$19.44                     | \$33.23          | \$21.68                     | \$28.64                              | \$41.20                     |

| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 19-2042  | Geoscientists, Except Hydrologists and Geographers   | \$21.04                     | \$25.76          | \$22.23                     | \$25.99                              | \$30.28                     |
| 47-2121  | Glaziers   | \$7.75                      | \$11.24          | \$7.85                      | \$9.18                               | \$13.29                     |
| 45-2041  | Graders and Sorters, Agricultural Products   | \$6.75*                     | \$7.19           | \$6.75*                     | \$7.03                               | \$7.88                      |
| 27-1024  | Graphic Designers  | \$9.79                      | \$13.37          | \$12.10                     | \$14.19                              | \$15.85                     |
| 51-4033  | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Me | \$8.30                      | \$11.82          | \$8.76                      | \$11.96                              | \$13.67                     |
| 39-5012  | Hairdressers, Hairstylists, and Cosmetologists   | \$6.75*                     | \$9.51           | \$6.75*                     | \$7.63                               | \$11.77                     |
| 21-1091  | Health Educators   | \$12.11                     | \$15.87          | \$13.73                     | \$15.08                              | \$16.69                     |
| 29-0000  | Healthcare Practitioners and Technical Occupations   | \$14.18                     | \$25.80          | \$16.75                     | \$23.75                              | \$31.01                     |
| 31-0000  | Healthcare Support Occupations   | \$7.81                      | \$10.63          | \$8.30                      | \$9.94                               | \$12.31                     |
| 31-9099  | Healthcare Support Workers, All Other  | \$8.87                      | \$11.63          | \$9.87                      | \$11.60                              | \$13.45                     |
| 49-9021  | Heating, Air Conditioning, and Refrigeration Mechanics and Installers                      | \$12.73                     | \$16.91          | \$13.82                     | \$16.27                              | \$19.77                     |
| 47-3012  | Helpers--Carpenters  | \$9.30                      | \$10.64          | \$9.33                      | \$10.16                              | \$11.00                     |
| 49-9098  | Helpers--Installation, Maintenance, and Repair Workers                                     | \$7.29                      | \$10.55          | \$7.71                      | \$9.05                               | \$12.77                     |
| 47-3014  | Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons                             | \$8.22                      | \$9.98           | \$8.69                      | \$9.95                               | \$11.40                     |
| 47-3015  | Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters                               | \$8.66                      | \$11.41          | \$10.10                     | \$11.86                              | \$12.95                     |
| 51-9198  | Helpers--Production Workers  | \$8.05                      | \$12.31          | \$8.66                      | \$11.35                              | \$16.35                     |
| 47-4051  | Highway Maintenance Workers  | \$12.12                     | \$17.42          | \$13.79                     | \$16.58                              | \$19.82                     |
| 49-9031  | Home Appliance Repairers   | \$13.25                     | \$18.65          | \$14.52                     | \$19.57                              | \$21.45                     |
| 31-1011  | Home Health Aides  | \$7.64                      | \$8.46           | \$7.48                      | \$8.08                               | \$8.69                      |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 35-9031  | Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop      | \$6.75*                     | \$7.26           | \$6.75*                     | \$7.09                               | \$8.14                      |
| 43-4081  | Hotel, Motel, and Resort Desk Clerks                          | \$6.75*                     | \$8.04           | \$6.75*                     | \$7.78                               | \$8.86                      |
| 43-4161  | Human Resources Assistants, Except Payroll and Timekeeping    | \$10.97                     | \$15.07          | \$12.31                     | \$15.26                              | \$17.24                     |
| 11-3040  | Human Resources Managers                                      | \$16.95                     | \$27.57          | \$20.20                     | \$26.38                              | \$34.42                     |
| 19-2043  | Hydrologists  | \$15.16                     | \$21.23          | \$17.02                     | \$22.47                              | \$25.52                     |
| 49-9041  | Industrial Machinery Mechanics                                | \$15.19                     | \$19.41          | \$16.84                     | \$19.94                              | \$22.25                     |
| 11-3051  | Industrial Production Managers                                | \$17.71                     | \$29.05          | \$20.45                     | \$27.57                              | \$34.77                     |
| 53-7051  | Industrial Truck and Tractor Operators                        | \$11.11                     | \$16.23          | \$12.84                     | \$17.68                              | \$19.86                     |
| 51-9061  | Inspectors, Testers, Sorters, Samplers, and Weighers          | \$7.83                      | \$14.23          | \$9.63                      | \$13.29                              | \$17.58                     |
| 49-0000  | Installation, Maintenance, and Repair Occupations             | \$9.46                      | \$16.08          | \$10.84                     | \$15.14                              | \$20.69                     |
| 49-9099  | Installation, Maintenance, and Repair Workers, All Other      | \$8.64                      | \$15.43          | \$11.29                     | \$15.14                              | \$19.13                     |
| 25-9031  | Instructional Coordinators                                    | \$10.87                     | \$22.42          | \$14.31                     | \$21.04                              | \$28.65                     |
| 43-9041  | Insurance Claims and Policy Processing Clerks                 | \$9.24                      | \$15.43          | \$10.24                     | \$12.84                              | \$17.22                     |
| 41-3021  | Insurance Sales Agents  | \$9.85                      | \$24.42          | \$11.22                     | \$18.29                              | \$34.43                     |
| 13-2053  | Insurance Underwriters  | \$15.30                     | \$19.90          | \$15.93                     | \$18.01                              | \$22.29                     |
| 27-3091  | Interpreters and Translators                                  | \$11.71                     | \$12.64          | \$12.14                     | \$13.00                              | \$13.86                     |
| 43-4111  | Interviewers, Except Eligibility and Loan                     | \$9.29                      | \$13.53          | \$10.06                     | \$11.97                              | \$14.64                     |
| 37-2011  | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | \$7.34                      | \$10.60          | \$8.02                      | \$10.29                              | \$12.85                     |
| 51-9071  | Jewelers and Precious Stone and Metal Workers                 | \$8.94                      | \$12.65          | \$10.14                     | \$12.39                              | \$14.37                     |
| 51-5021  | Job Printers  | \$10.41                     | \$13.58          | \$11.67                     | \$13.93                              | \$15.59                     |

| SOC Code | Occupational Title                                     | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 23-1023  | Judges, Magistrate Judges, and Magistrates             | \$53.16                     | \$59.22          | \$57.40                     | \$61.72                              | \$66.38                     |
| 25-2012  | Kindergarten Teachers, Except Special Education        | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 53-7062  | Laborers and Freight, Stock, and Material Movers, Hand | \$6.75*                     | \$9.84           | \$7.12                      | \$8.95                               | \$11.68                     |
| 37-3011  | Landscaping and Groundskeeping Workers                 | \$7.67                      | \$12.48          | \$8.46                      | \$11.16                              | \$15.32                     |
| 51-6011  | Laundry and Dry-Cleaning Workers                       | \$6.75*                     | \$7.70           | \$6.98                      | \$7.73                               | \$8.47                      |
| 23-1011  | Lawyers  | \$26.09                     | \$37.86          | \$29.29                     | \$36.62                              | \$45.90                     |
| 23-0000  | Legal Occupations                                      | \$13.19                     | \$23.68          | \$14.64                     | \$17.02                              | \$27.99                     |
| 43-6012  | Legal Secretaries                                      | \$7.87                      | \$10.90          | \$8.06                      | \$9.81                               | \$13.82                     |
| 11-1031  | Legislators  | \$16.66                     | \$19.19          | \$18.35                     | \$19.91                              | \$21.48                     |
| 25-4021  | Librarians   | \$10.29                     | \$14.44          | \$10.83                     | \$12.18                              | \$15.50                     |
| 43-4121  | Library Assistants, Clerical                           | \$9.71                      | \$12.16          | \$10.64                     | \$12.05                              | \$13.64                     |
| 25-4031  | Library Technicians                                    | \$8.75                      | \$10.72          | \$9.19                      | \$10.44                              | \$11.88                     |
| 29-2061  | Licensed Practical and Licensed Vocational Nurses      | \$13.01                     | \$16.04          | \$13.79                     | \$15.93                              | \$17.98                     |
| 19-0000  | Life, Physical, and Social Science Occupations         | \$12.94                     | \$20.01          | \$14.84                     | \$19.67                              | \$24.94                     |
| 43-4131  | Loan Interviewers and Clerks                           | \$11.09                     | \$12.59          | \$11.64                     | \$12.59                              | \$13.55                     |
| 13-2072  | Loan Officers  | \$14.40                     | \$23.94          | \$16.11                     | \$20.73                              | \$30.50                     |
| 11-9081  | Lodging Managers                                       | \$11.53                     | \$15.24          | \$12.18                     | \$14.35                              | \$17.40                     |
| 45-4023  | Log Graders and Scalers                                | \$10.11                     | \$14.63          | \$11.31                     | \$14.67                              | \$17.29                     |
| 45-4022  | Logging Equipment Operators                            | \$9.74                      | \$14.07          | \$12.58                     | \$14.99                              | \$16.66                     |
| 53-7063  | Machine Feeders and Offbearers                         | \$11.96                     | \$14.98          | \$14.19                     | \$15.56                              | \$16.89                     |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 51-4041  | Machinists  | \$10.48                     | \$14.95          | \$11.74                     | \$14.63                              | \$17.42                     |
| 37-2012  | Maids and Housekeeping Cleaners                               | \$6.75*                     | \$7.91           | \$6.75*                     | \$7.56                               | \$8.86                      |
| 43-9051  | Mail Clerks and Mail Machine Operators, Except Postal Service | \$6.94                      | \$8.96           | \$7.03                      | \$7.97                               | \$10.63                     |
| 49-9042  | Maintenance and Repair Workers, General                       | \$8.29                      | \$13.01          | \$9.25                      | \$11.95                              | \$16.48                     |
| 49-9043  | Maintenance Workers, Machinery                                | \$12.50                     | \$14.78          | \$12.30                     | \$13.28                              | \$14.25                     |
| 13-1111  | Management Analysts   | \$20.07                     | \$25.43          | \$20.26                     | \$22.43                              | \$28.83                     |
| 11-0000  | Management Occupations  | \$16.89                     | \$30.02          | \$19.45                     | \$26.77                              | \$37.99                     |
| 11-9199  | Managers, All Other   | \$21.97                     | \$32.69          | \$25.39                     | \$32.76                              | \$40.94                     |
| 19-3021  | Market Research Analysts                                      | \$13.10                     | \$22.70          | \$14.53                     | \$21.62                              | \$31.70                     |
| 11-2021  | Marketing Managers  | \$15.59                     | \$20.43          | \$15.09                     | \$16.23                              | \$17.36                     |
| 21-1013  | Marriage and Family Therapists                                | \$15.96                     | \$19.89          | \$16.24                     | \$18.87                              | \$23.15                     |
| 25-1022  | Mathematical Science Teachers, Postsecondary                  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 51-3022  | Meat, Poultry, and Fish Cutters and Trimmers                  | \$9.34                      | \$11.51          | \$10.16                     | \$12.00                              | \$13.19                     |
| 17-3013  | Mechanical Drafters   | \$18.83                     | \$19.90          | \$18.36                     | \$19.68                              | \$20.99                     |
| 17-3027  | Mechanical Engineering Technicians                            | \$13.64                     | \$21.73          | \$15.60                     | \$23.62                              | \$27.84                     |
| 17-2141  | Mechanical Engineers  | \$17.06                     | \$26.85          | \$18.29                     | \$21.54                              | \$28.31                     |
| 27-3099  | Media and Communication Workers, All Other                    | \$12.07                     | \$14.04          | \$12.16                     | \$13.49                              | \$15.52                     |
| 29-2012  | Medical and Clinical Laboratory Technicians                   | \$17.70                     | \$22.78          | \$22.39                     | \$24.58                              | \$26.57                     |
| 29-2011  | Medical and Clinical Laboratory Technologists                 | \$22.33                     | \$26.01          | \$23.51                     | \$25.95                              | \$28.74                     |
| 11-9111  | Medical and Health Services Managers                          | \$18.52                     | \$32.32          | \$22.11                     | \$29.69                              | \$40.83                     |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 21-1022  | Medical and Public Health Social Workers                        | \$15.61                     | \$20.83          | \$18.87                     | \$22.17                              | \$24.67                     |
| 31-9092  | Medical Assistants  | \$8.65                      | \$10.76          | \$9.01                      | \$10.20                              | \$11.68                     |
| 29-2071  | Medical Records and Health Information Technicians              | \$8.94                      | \$11.92          | \$9.35                      | \$10.67                              | \$13.39                     |
| 43-6013  | Medical Secretaries   | \$9.62                      | \$12.55          | \$10.03                     | \$11.46                              | \$14.48                     |
| 31-9094  | Medical Transcriptionists                                       | \$9.67                      | \$11.70          | \$9.97                      | \$11.24                              | \$13.23                     |
| 13-1121  | Meeting and Convention Planners                                 | \$16.81                     | \$20.10          | \$17.72                     | \$20.02                              | \$22.43                     |
| 21-1023  | Mental Health and Substance Abuse Social Workers                | \$10.99                     | \$14.30          | \$11.70                     | \$14.29                              | \$16.69                     |
| 21-1014  | Mental Health Counselors  | \$10.38                     | \$15.66          | \$11.01                     | \$13.78                              | \$20.80                     |
| 27-1026  | Merchandise Displayers and Window Trimmers                      | \$8.94                      | \$13.99          | \$9.84                      | \$13.49                              | \$16.09                     |
| 51-4199  | Metal Workers and Plastic Workers, All Other                    | \$8.24                      | \$11.33          | \$8.71                      | \$11.44                              | \$13.54                     |
| 43-5041  | Meter Readers, Utilities  | \$14.19                     | \$19.80          | \$15.94                     | \$20.49                              | \$23.25                     |
| 25-2022  | Middle School Teachers, Except Special and Vocational Education | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 51-9023  | Mixing and Blending Machine Setters, Operators, and Tenders     | \$7.95                      | \$11.44          | \$7.80                      | \$8.42                               | \$9.25                      |
| 49-3042  | Mobile Heavy Equipment Mechanics, Except Engines                | \$14.71                     | \$19.48          | \$16.27                     | \$19.17                              | \$22.17                     |
| 53-3099  | Motor Vehicle Operators, All Other                              | \$8.76                      | \$14.30          | \$9.87                      | \$13.11                              | \$19.32                     |
| 49-3051  | Motorboat Mechanics   | \$6.75*                     | \$10.43          | \$6.75*                     | \$10.30                              | \$12.70                     |
| 49-3052  | Motorcycle Mechanics  | \$10.46                     | \$11.11          | \$10.02                     | \$10.68                              | \$11.34                     |
| 11-9121  | Natural Sciences Managers                                       | \$17.65                     | \$23.80          | \$18.71                     | \$22.13                              | \$27.35                     |
| 15-1071  | Network and Computer Systems Administrators                     | \$17.93                     | \$25.42          | \$19.08                     | \$23.97                              | \$29.53                     |
| 43-4141  | New Accounts Clerks   | \$9.76                      | \$12.06          | \$10.03                     | \$11.63                              | \$14.16                     |

| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 27-3020  | News Analysts, Reporters and Correspondents                    | \$7.94                      | \$10.50          | \$8.54                      | \$10.42                              | \$12.42                     |
| 39-2021  | Nonfarm Animal Caretakers                                      | \$6.96                      | \$9.51           | \$7.04                      | \$8.07                               | \$10.67                     |
| 31-1012  | Nursing Aides, Orderlies, and Attendants                       | \$7.98                      | \$9.63           | \$8.14                      | \$9.18                               | \$10.78                     |
| 29-9010  | Occupational Health and Safety Specialists and Technicians     | \$11.50                     | \$17.88          | \$12.71                     | \$17.35                              | \$21.02                     |
| 29-1122  | Occupational Therapists  | \$23.62                     | \$29.06          | \$25.58                     | \$30.28                              | \$33.60                     |
| 43-0000  | Office and Administrative Support Occupations                  | \$8.36                      | \$12.38          | \$9.23                      | \$11.33                              | \$14.75                     |
| 43-9061  | Office Clerks, General   | \$7.35                      | \$10.89          | \$8.21                      | \$10.48                              | \$13.34                     |
| 43-9071  | Office Machine Operators, Except Computer                      | \$8.33                      | \$11.07          | \$8.86                      | \$10.50                              | \$13.06                     |
| 47-2073  | Operating Engineers and Other Construction Equipment Operators | \$13.22                     | \$18.96          | \$14.44                     | \$18.50                              | \$21.46                     |
| 43-4151  | Order Clerks   | \$6.94                      | \$10.19          | \$7.65                      | \$9.41                               | \$11.75                     |
| 49-3053  | Outdoor Power Equipment and Other Small Engine Mechanics       | \$9.97                      | \$14.16          | \$10.60                     | \$14.28                              | \$17.32                     |
| 53-7064  | Packers and Packagers, Hand                                    | \$6.75*                     | \$8.17           | \$6.75*                     | \$7.50                               | \$8.87                      |
| 47-2141  | Painters, Construction and Maintenance                         | \$10.53                     | \$14.87          | \$11.64                     | \$14.00                              | \$17.07                     |
| 23-2011  | Paralegals and Legal Assistants                                | \$14.24                     | \$16.21          | \$14.81                     | \$16.01                              | \$17.21                     |
| 33-3041  | Parking Enforcement Workers                                    | \$10.29                     | \$13.20          | \$10.87                     | \$13.09                              | \$15.55                     |
| 41-2022  | Parts Salespersons   | \$7.78                      | \$10.53          | \$8.23                      | \$9.93                               | \$12.15                     |
| 47-2071  | Paving, Surfacing, and Tamping Equipment Operators             | \$15.17                     | \$18.82          | \$17.59                     | \$19.64                              | \$21.34                     |
| 43-3051  | Payroll and Timekeeping Clerks                                 | \$10.46                     | \$14.29          | \$11.41                     | \$13.50                              | \$17.18                     |
| 29-1065  | Pediatricians, General   | \$31.70                     | \$44.56          | \$39.33                     | \$46.26                              | \$53.83                     |
| 39-9021  | Personal and Home Care Aides                                   | \$6.77                      | \$7.92           | \$6.87                      | \$7.39                               | \$8.91                      |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 39-0000  | Personal Care and Service Occupations                     | \$7.06                      | \$9.82           | \$7.39                      | \$9.04                               | \$10.75                     |
| 39-9099  | Personal Care and Service Workers, All Other              | \$9.36                      | \$12.21          | \$9.77                      | \$10.98                              | \$14.35                     |
| 37-2021  | Pest Control Workers                                      | \$12.26                     | \$15.54          | \$12.41                     | \$13.91                              | \$18.29                     |
| 37-3012  | Pesticide Handlers, Sprayers, and Applicators, Vegetation | \$10.04                     | \$20.56          | \$10.66                     | \$13.47                              | \$29.39                     |
| 29-1051  | Pharmacists   | \$36.25                     | \$42.44          | \$38.63                     | \$43.13                              | \$47.91                     |
| 31-9095  | Pharmacy Aides  | \$6.75*                     | \$9.41           | \$6.88                      | \$9.54                               | \$10.79                     |
| 29-2052  | Pharmacy Technicians                                      | \$10.21                     | \$12.57          | \$10.81                     | \$12.53                              | \$13.98                     |
| 31-2022  | Physical Therapist Aides                                  | \$8.74                      | \$11.38          | \$9.69                      | \$11.47                              | \$13.22                     |
| 31-2021  | Physical Therapist Assistants                             | \$11.53                     | \$16.75          | \$13.90                     | \$17.46                              | \$19.95                     |
| 29-1123  | Physical Therapists                                       | \$22.64                     | \$27.92          | \$23.96                     | \$26.47                              | \$30.31                     |
| 29-1071  | Physician Assistants                                      | \$28.40                     | \$37.73          | \$31.05                     | \$37.27                              | \$42.56                     |
| 29-1069  | Physicians and Surgeons, All Other                        | \$38.67                     | (3)              | \$47.81                     | \$61.62                              | >\$70.00                    |
| 47-2151  | Pipelayers  | \$15.06                     | \$20.14          | \$15.90                     | \$18.73                              | \$25.03                     |
| 51-8099  | Plant and System Operators, All Other                     | \$9.49                      | \$16.33          | \$9.99                      | \$16.87                              | \$21.23                     |
| 47-2161  | Plasterers and Stucco Masons                              | \$11.69                     | \$16.21          | \$13.48                     | \$16.24                              | \$19.54                     |
| 47-2152  | Plumbers, Pipefitters, and Steamfitters                   | \$14.41                     | \$19.18          | \$15.19                     | \$17.59                              | \$23.67                     |
| 33-3051  | Police and Sheriff's Patrol Officers                      | \$14.44                     | \$24.65          | \$17.04                     | \$26.45                              | \$31.61                     |
| 43-5031  | Police, Fire, and Ambulance Dispatchers                   | \$9.21                      | \$12.21          | \$9.86                      | \$11.88                              | \$14.14                     |
| 43-5051  | Postal Service Clerks                                     | \$15.90                     | \$18.31          | \$16.84                     | \$18.74                              | \$20.38                     |
| 43-5052  | Postal Service Mail Carriers                              | \$14.91                     | \$18.05          | \$15.93                     | \$18.29                              | \$20.42                     |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 43-5053  | Postal Service Mail Sorters, Processors, and Processing Machine Operators | \$7.73                      | \$10.17          | \$8.14                      | \$10.12                              | \$12.22                     |
| 51-5022  | Prepress Technicians and Workers  | \$8.50                      | \$10.66          | \$9.08                      | \$10.48                              | \$12.40                     |
| 25-2011  | Preschool Teachers, Except Special Education                              | \$7.57                      | \$10.56          | \$8.11                      | \$9.90                               | \$12.16                     |
| 51-5023  | Printing Machine Operators  | \$8.03                      | \$12.24          | \$8.70                      | \$10.94                              | \$15.39                     |
| 33-9021  | Private Detectives and Investigators                                      | \$15.58                     | \$21.03          | \$18.82                     | \$22.59                              | \$25.22                     |
| 21-1092  | Probation Officers and Correctional Treatment Specialists                 | \$14.24                     | \$26.60          | \$16.08                     | \$29.70                              | \$34.14                     |
| 43-3061  | Procurement Clerks  | \$10.18                     | \$14.62          | \$11.28                     | \$15.33                              | \$17.04                     |
| 51-0000  | Production Occupations  | \$7.90                      | \$13.10          | \$8.85                      | \$12.01                              | \$16.26                     |
| 51-9199  | Production Workers, All Other   | \$7.99                      | \$11.50          | \$9.12                      | \$11.74                              | \$13.45                     |
| 43-5061  | Production, Planning, and Expediting Clerks                               | \$10.39                     | \$15.11          | \$11.36                     | \$14.66                              | \$18.59                     |
| 11-9141  | Property, Real Estate, and Community Association Managers                 | \$6.75*                     | \$13.13          | \$6.85                      | \$12.11                              | \$14.36                     |
| 33-0000  | Protective Service Occupations  | \$11.06                     | \$21.01          | \$13.22                     | \$22.36                              | \$27.42                     |
| 11-2031  | Public Relations Managers   | \$20.54                     | \$35.97          | \$23.59                     | \$33.31                              | \$48.09                     |
| 27-3031  | Public Relations Specialists  | \$11.17                     | \$21.26          | \$13.28                     | \$22.55                              | \$29.61                     |
| 13-1021  | Purchasing Agents and Buyers, Farm Products                               | \$11.47                     | \$15.36          | \$12.26                     | \$14.17                              | \$17.29                     |
| 13-1023  | Purchasing Agents, Except Wholesale, Retail, and Farm Products            | \$12.38                     | \$18.94          | \$14.08                     | \$17.87                              | \$22.28                     |
| 11-3061  | Purchasing Managers   | \$15.89                     | \$22.20          | \$16.45                     | \$18.80                              | \$28.70                     |
| 29-2034  | Radiologic Technologists and Technicians                                  | \$15.86                     | \$20.48          | \$17.00                     | \$20.45                              | \$23.89                     |
| 41-9022  | Real Estate Sales Agents  | \$11.82                     | \$22.78          | \$13.65                     | \$23.95                              | \$26.73                     |
| 43-4171  | Receptionists and Information Clerks                                      | \$7.43                      | \$9.50           | \$7.91                      | \$9.32                               | \$10.65                     |
| 25-1193  | Recreation and Fitness Studies Teachers, Postsecondary                    | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 39-9032  | Recreation Workers  | \$7.58                      | \$10.10          | \$8.01                      | \$9.44                               | \$11.03                     |
| 53-7081  | Refuse and Recyclable Material Collectors   | \$10.20                     | \$16.01          | \$11.13                     | \$16.28                              | \$20.67                     |
| 29-1111  | Registered Nurses   | \$18.10                     | \$24.17          | \$20.07                     | \$24.39                              | \$28.20                     |
| 21-1015  | Rehabilitation Counselors   | \$8.11                      | \$11.98          | \$8.47                      | \$11.59                              | \$13.49                     |
| 39-9041  | Residential Advisors  | \$9.70                      | \$11.25          | \$9.96                      | \$11.27                              | \$12.83                     |
| 29-1126  | Respiratory Therapists  | \$17.55                     | \$21.03          | \$18.42                     | \$20.78                              | \$23.41                     |
| 29-2054  | Respiratory Therapy Technicians   | \$15.12                     | \$18.59          | \$16.08                     | \$18.76                              | \$21.13                     |
| 41-2031  | Retail Salespersons   | \$6.75*                     | \$9.50           | \$7.11                      | \$8.12                               | \$9.59                      |
| 51-4023  | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic                          | \$7.39                      | \$9.09           | \$7.51                      | \$8.35                               | \$9.84                      |
| 47-2181  | Roofers   | \$11.25                     | \$16.62          | \$12.47                     | \$18.15                              | \$20.48                     |
| 41-0000  | Sales and Related Occupations   | \$6.89                      | \$11.63          | \$7.25                      | \$8.74                               | \$13.03                     |
| 41-9031  | Sales Engineers   | \$25.61                     | \$37.28          | \$28.00                     | \$35.02                              | \$43.62                     |
| 11-2022  | Sales Managers  | \$22.09                     | \$36.76          | \$24.90                     | \$30.40                              | \$50.35                     |
| 41-3099  | Sales Representatives, Services, All Other  | \$14.69                     | \$27.09          | \$18.22                     | \$24.23                              | \$32.67                     |
| 41-4012  | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Product | \$10.81                     | \$19.05          | \$12.00                     | \$15.83                              | \$23.14                     |
| 41-4011  | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products       | \$13.50                     | \$19.87          | \$14.35                     | \$17.66                              | \$23.76                     |
| 25-2031  | Secondary School Teachers, Except Special and Vocational Education                          | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 43-6014  | Secretaries, Except Legal, Medical, and Executive   | \$9.32                      | \$12.32          | \$9.85                      | \$11.39                              | \$14.80                     |
| 41-3031  | Securities, Commodities, and Financial Services Sales Agents                                | \$23.71                     | \$47.12          | \$26.86                     | \$50.13                              | \$69.89                     |
| 33-9032  | Security Guards   | \$7.68                      | \$9.63           | \$7.86                      | \$8.84                               | \$10.65                     |
| 25-3021  | Self-Enrichment Education Teachers  | \$7.87                      | \$12.50          | \$8.25                      | \$12.16                              | \$16.58                     |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 51-9012  | Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and | \$11.97                     | \$12.91          | \$12.25                     | \$13.15                              | \$14.06                     |
| 51-6031  | Sewing Machine Operators  | \$6.75*                     | \$7.14           | \$6.75*                     | \$7.10                               | \$7.95                      |
| 47-2211  | Sheet Metal Workers   | \$9.25                      | \$13.00          | \$9.87                      | \$12.25                              | \$16.10                     |
| 43-5071  | Shipping, Receiving, and Traffic Clerks   | \$8.66                      | \$12.35          | \$9.36                      | \$11.15                              | \$15.28                     |
| 11-9151  | Social and Community Service Managers   | \$15.80                     | \$24.21          | \$18.23                     | \$23.42                              | \$27.21                     |
| 21-1093  | Social and Human Service Assistants   | \$8.16                      | \$12.44          | \$8.69                      | \$11.59                              | \$14.97                     |
| 25-2042  | Special Education Teachers, Middle School   | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 25-2041  | Special Education Teachers, Preschool, Kindergarten, and Elementary School                  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 25-2043  | Special Education Teachers, Secondary School  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 29-1127  | Speech-Language Pathologists  | \$18.10                     | \$29.09          | \$20.22                     | \$29.85                              | \$37.75                     |
| 51-8021  | Stationary Engineers and Boiler Operators   | \$15.26                     | \$22.97          | \$16.40                     | \$21.72                              | \$30.44                     |
| 47-2221  | Structural Iron and Steel Workers   | \$12.61                     | \$18.41          | \$13.28                     | \$15.58                              | \$22.44                     |
| 29-1067  | Surgeons  | \$65.02                     | (3)              | >\$70.00                    | >\$70.00                             | >\$70.00                    |
| 29-2055  | Surgical Technologists  | \$12.80                     | \$16.53          | \$13.48                     | \$16.03                              | \$19.51                     |
| 17-3031  | Surveying and Mapping Technicians   | \$11.13                     | \$16.23          | \$12.93                     | \$16.42                              | \$19.80                     |
| 17-1022  | Surveyors   | \$15.79                     | \$25.85          | \$18.12                     | \$23.78                              | \$28.70                     |
| 43-2011  | Switchboard Operators, Including Answering Service  | \$6.87                      | \$9.30           | \$7.25                      | \$8.62                               | \$11.00                     |
| 47-2082  | Tapers  | \$11.59                     | \$17.85          | \$13.04                     | \$16.89                              | \$21.30                     |
| 13-2081  | Tax Examiners, Collectors, and Revenue Agents   | \$13.62                     | \$21.99          | \$15.68                     | \$20.28                              | \$23.71                     |
| 13-2082  | Tax Preparers   | \$14.14                     | \$15.14          | \$14.54                     | \$15.57                              | \$16.59                     |
| 53-3041  | Taxi Drivers and Chauffeurs   | \$6.75*                     | \$7.33           | \$6.75*                     | \$7.35                               | \$8.26                      |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 25-9041  | Teacher Assistants  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 51-2092  | Team Assemblers   | \$8.37                      | \$10.31          | \$8.80                      | \$9.79                               | \$10.80                     |
| 27-3042  | Technical Writers   | \$24.55                     | \$37.39          | \$28.34                     | \$32.29                              | \$46.72                     |
| 49-2022  | Telecommunications Equipment Installers and Repairers, Except Line Installers | \$20.06                     | \$23.99          | \$23.07                     | \$25.25                              | \$27.27                     |
| 49-9052  | Telecommunications Line Installers and Repairers                              | \$18.70                     | \$23.40          | \$20.67                     | \$24.53                              | \$26.96                     |
| 41-9041  | Telemarketers   | \$8.18                      | \$11.75          | \$8.76                      | \$12.35                              | \$13.49                     |
| 43-3071  | Tellers   | \$8.50                      | \$10.48          | \$8.97                      | \$9.94                               | \$10.85                     |
| 49-3093  | Tire Repairers and Changers   | \$7.17                      | \$9.08           | \$7.95                      | \$9.25                               | \$10.31                     |
| 23-2093  | Title Examiners, Abstractors, and Searchers                                   | \$12.41                     | \$16.17          | \$13.03                     | \$15.29                              | \$17.89                     |
| 51-4194  | Tool Grinders, Filers, and Sharpeners   | \$9.97                      | \$14.95          | \$10.61                     | \$15.16                              | \$18.07                     |
| 13-1073  | Training and Development Specialists  | \$9.96                      | \$21.15          | \$12.23                     | \$17.65                              | \$25.03                     |
| 53-0000  | Transportation and Material Moving Occupations                                | \$7.56                      | \$13.01          | \$8.48                      | \$12.34                              | \$16.68                     |
| 53-6099  | Transportation Workers, All Other   | \$6.75*                     | \$15.73          | \$7.29                      | \$12.52                              | \$25.03                     |
| 11-3071  | Transportation, Storage, and Distribution Managers                            | \$18.91                     | \$28.33          | \$20.77                     | \$26.84                              | \$34.18                     |
| 41-3041  | Travel Agents   | \$8.22                      | \$9.57           | \$8.28                      | \$9.08                               | \$10.44                     |
| 53-3032  | Truck Drivers, Heavy and Tractor-Trailer                                      | \$11.39                     | \$15.49          | \$12.43                     | \$14.65                              | \$17.78                     |
| 53-3033  | Truck Drivers, Light or Delivery Services                                     | \$8.18                      | \$12.15          | \$9.26                      | \$12.37                              | \$14.78                     |
| 19-3051  | Urban and Regional Planners   | \$17.29                     | \$22.91          | \$18.60                     | \$22.69                              | \$26.95                     |
| 39-3031  | Ushers, Lobby Attendants, and Ticket Takers                                   | \$6.75*                     | \$6.98           | \$6.75*                     | \$6.89                               | \$7.90                      |
| 29-1131  | Veterinarians   | \$24.06                     | \$32.57          | \$24.99                     | \$32.63                              | \$40.31                     |
| 31-9096  | Veterinary Assistants and Laboratory Animal Caretakers                        | \$8.93                      | \$11.02          | \$9.72                      | \$11.51                              | \$12.64                     |

| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 29-2056  | Veterinary Technologists and Technicians                           | \$9.92                      | \$11.56          | \$10.19                     | \$11.37                              | \$12.99                     |
| 25-1194  | Vocational Education Teachers, Postsecondary                       | \$10.69                     | \$25.48          | \$11.82                     | \$20.30                              | \$34.60                     |
| 25-2032  | Vocational Education Teachers, Secondary School                    | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 35-3031  | Waiters and Waitresses   | \$6.75*                     | \$6.86           | \$6.75*                     | \$6.75*                              | \$7.32                      |
| 51-8031  | Water and Liquid Waste Treatment Plant and System Operators        | \$14.44                     | \$17.98          | \$15.32                     | \$16.90                              | \$20.57                     |
| 43-5111  | Weighers, Measurers, Checkers, and Samplers, Recordkeeping         | \$9.25                      | \$12.40          | \$10.47                     | \$12.43                              | \$13.77                     |
| 51-4121  | Welders, Cutters, Solderers, and Brazers                           | \$8.97                      | \$13.77          | \$10.01                     | \$13.19                              | \$16.60                     |
| 13-1022  | Wholesale and Retail Buyers, Except Farm Products                  | \$12.41                     | \$17.54          | \$14.43                     | \$16.99                              | \$20.76                     |
| 51-7099  | Woodworkers, All Other   | \$8.85                      | \$12.17          | \$9.40                      | \$11.66                              | \$14.99                     |
| 51-7042  | Woodworking Machine Setters, Operators, and Tenders, Except Sawing | \$9.61                      | \$13.45          | \$11.24                     | \$13.38                              | \$16.31                     |
| 43-9022  | Word Processors and Typists  | \$9.85                      | \$12.99          | \$10.55                     | \$12.21                              | \$14.86                     |
| 19-1023  | Zoologists and Wildlife Biologists                                 | \$17.39                     | \$22.50          | \$18.97                     | \$22.66                              | \$26.25                     |

#### Data

- (1) The mean of the first third of the wage distribution is provided as a proxy for entry-level wage
  - (2) For some occupations, workers may not work full-time all year-round. For these occupations it is not feasible to calculate an hourly wage.
  - (3) For occupations where a substantial portion of workers earn more than \$70.00 per hour (the top step in the 2001 OES survey), the mean hourly and annual wages cannot be reliably calculated.  
This may occasionally apply to the entry-level wage as well.
  - (4) An estimate of employment could not be provided.
  - (5) The "Mean Relative Standard Error" is a measure of the relative precision of the wage estimate. A low number denotes relatively high validity.
- \* The survey reference date was in the fourth quarter of 2001, when the California minimum wage was \$6.25 per hour. Since these wages were updated to 2002, and the minimum wage changed to \$6.75 per hour on January 1, 2002, wages below \$6.75 were set to \$6.75 per hour.

**Source:** Employment Development Department  
Labor Market Information Division  
(916) 262-2162

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# Introduction to the Occupational Employment Statistics Wage Survey

## Survey Description

The Occupational Employment Statistics (OES) survey is an annual mail survey measuring occupational employment and occupational wage rates for wage and salary workers in nonfarm establishments by industry. The survey samples approximately 37,000 establishments per year, taking 3 years to fully collect the sample of 113,000 establishments in California.

The 2000 OES survey is the second year to use the new Standard Occupational Classification (SOC) system to identify occupational categories. These survey samples are based only on two years of data collected in the 1999 and 2000 survey. Surveys prior to 1999 used the Occupational Employment Statistics (OES) classification system. Of the nearly 770 SOC occupations, 374 are a direct match with the OES classification system definitions. The rest are newly defined SOC occupations. The SOC structure and definitions can be found at the Bureau of Labor Statistics (BLS) SOC Home Page at <http://www.bls.gov/oes/home.htm>.

The wage data for all occupations have been updated to the third quarter of 2001 by applying the Employment Cost Index of the 2000 SOC wage database. The occupational employment estimates are for 2000. A more complete set of technical notes for the 2000 OES survey is available at the BLS website at <http://www.bls.gov/oes/2000/oestec2000.htm>.

## 'Employment' Definition

The OES survey defines employment as the number of workers who can be classified as full-time or part-time employees; workers on paid vacations or other types of leave; workers on unpaid or short-term absences; salaried

officers, executives, and staff members of incorporated firms; employees temporarily assigned to other units; and employees for whom the reporting unit is their permanent duty station, regardless of whether that unit prepares their paycheck. The survey excludes the self-employed, owners/partners of unincorporated firms, and unpaid family workers. Employees are reported in the occupation in which they are working, not necessarily for which they were trained.

## Business Establishment Description

The OES survey uses the Standard Industrial Classification (SIC) system to classify all establishments. An establishment is defined as an economic unit which processes goods or provides services, such as a factory or store. The establishment is generally at a single physical location and is engaged primarily in one type of economic activity.

The scope of the survey includes establishments in SIC codes 07, 10, 12 to 17, 20 to 42, 44 to 65, 67, 70, 72, 73, 75, 76, 78 to 84, 86, 87, and 89 covering agricultural services; mining; construction; manufacturing; transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; services; and government.

## Source of Sample Selection

The California Unemployment Insurance (UI) file provided the universe from which the OES survey draws its sample. The employment benchmark was obtained from reports submitted by employers to the UI program. In some nonmanufacturing industries, supplemental sources are used for establishments not reporting to the UI program.

The OES survey frame is stratified by area, industry, and size class. Size classes are defined as follows:

| <u>Size Class</u> | <u>Number of Employees</u> |
|-------------------|----------------------------|
| 1                 | 1 to 4                     |
| 2                 | 5 to 9                     |
| 3                 | 10 to 19                   |
| 4                 | 20 to 49                   |
| 5                 | 50 to 99                   |
| 6                 | 100 to 249                 |
| 7                 | 250 and above              |

UI reporting units with 250 or more employees are sampled with certainty across a 3-year period. Generally, one-third of the certainty units are sampled each year in each state. There are some states that sample more than one-third of their certainty units during one survey year.

### Terms and Concepts

**Employment** represents the estimate of total wage and salary employment in an occupation across the industries in which it was surveyed. The OES survey form contains between 50 and 225 SOC occupations selected on the basis of the industry classification and size of the sampled establishments. To reduce paperwork and respondent burden, no survey form contains every SOC occupation. Thus, data for specific occupations are collected from establishments within industries that are the predominant employers of labor in those occupations.

**Wages** for the OES survey are straight-time gross pay, exclusive of premium pay. Included are base rate, cost-of-living allowances, guaranteed pay, hazardous duty pay, incentive pay including commissions and production bonuses, tips, and on-call pay. Excluded are back pay, jury duty pay, overtime pay, severance pay, shift differentials, non-production bonuses, employer cost of supplementary benefits, and tuition reimbursements.

The OES survey collects wage data in 12 inter-

vals. Employers report the number of employees in an occupation per each wage range. The wage intervals are as follows:

| <u>Interval</u> | <u>Hourly Wage</u> | <u>Annual Wage</u>   |
|-----------------|--------------------|----------------------|
| A               | Under \$6.75       | Under \$14,040       |
| B               | \$6.75 to 8.49     | \$14,040 to 17,679   |
| C               | \$8.50 to 10.74    | \$17,680 to 22,359   |
| D               | \$10.75 to 13.49   | \$22,360 to 28,079   |
| E               | \$13.50 to 16.99   | \$28,080 to 35,359   |
| F               | \$17.00 to 21.49   | \$35,360 to 44,719   |
| G               | \$21.50 to 27.24   | \$44,720 to 56,679   |
| H               | \$27.25 to 34.49   | \$56,680 to 71,759   |
| I               | \$34.50 to 43.74   | \$71,760 to 90,999   |
| J               | \$43.75 to 55.49   | \$91,000 to 115,439  |
| K               | \$55.50 to 69.99   | \$115,440 to 145,599 |
| L               | \$70.00 and over   | \$145,600 and over   |

Wages are calculated using wage data from establishments in the industries that are the predominant employers of an occupation. Industries that do not typically employ workers in a given occupation are not included in the calculation of the mean and median wage.

**Mean Hourly Wage** is the estimated total wages for an occupation divided by its weighted survey employment. When the wages for an occupation are concentrated in the upper wage interval, it is not possible to calculate a reliable mean. In those instances, both the mean hourly wage and the mean annual wage are replaced by a "(3)" and the user is referred to the appropriate footnote. There are a small number of occupations where only an annual wage figure is provided; the workers in these occupations are generally paid on an annual basis, and their annual wage has been directly calculated from the reported survey data. Occupations that typically have a work-year of less than 2,080 hours include musical and entertainment occupations, aircraft pilots, flight attendants, and teachers. These occupations are identified in the data tables with "(2)" in the hourly wage cells.



**Median Hourly Wage** is the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above, the median wage.

**Entry-Level Hourly Wage** is the mean of the first third of the wage distribution. This calculation is provided as a proxy for an entry-level wage.

**First Quartile Wage** is the estimated 25th percentile of the distribution of wages; 25 percent of workers in an occupation earn wages below, and 75 percent earn wages above, the first quartile wage.

**Third Quartile Wage** is the estimated 75th percentile of the distribution of wages; 75 percent of workers in an occupation earn wages below, and 25 percent earn wages above, the third quartile wage.

**Metropolitan Area** – The general concept of a metropolitan area (MA) is one of a large population nucleus, together with adjacent communities that have a high degree of economic and social integration with that nucleus. Some MAs are defined around two or more nuclei. The MAs are designated and defined by the Federal Office of Management and Budget, following a set of official published standards. These standards were developed by the Interagency Federal Executive Committee on Metropolitan Areas, with the aim of producing definitions that are as consistent as possible for all MAs nationwide.

**Metropolitan Statistical Area (MSA)** - A MSA comprises one or more central counties. A MSA also may include one or more outlying counties that have close economic and social relationships with the central county. An outlying county must have a specified level of commuting to the central counties and also must meet certain standards regarding metropolitan character, such as population density, urban population, and population growth. The title of a MSA contains the name of its largest city and up to two additional city names, pro-

vided that the additional places meet specified levels of population, employment, and commuting. Generally a city of 250,000 or more is in the title, regardless of other criteria.

**Primary Metropolitan Statistical Area (PMSA)** - The criteria that designates and defines a MSA also designates and defines a PMSA. If an area that qualifies as a MA has more than one million persons, primary metropolitan statistical areas (PMSAs) may be defined within it. PMSAs consist of a large urbanized county or cluster of counties that demonstrate very strong internal economic and social links, in addition to close ties to other portions of the larger area. The title of a PMSA may contain up to three place names, or up to three county names, sequenced in order of population.

**Consolidated Metropolitan Statistical Area (CMSA)** - A CMSA consists of two or more Primary Metropolitan Statistical Areas (PMSAs).



# Occupational Employment Statistics (OES) Survey Results

## North California Region

### Colusa, Glenn, Lassen, Modoc, Nevada, Plumas, Sierra, Siskiyou, Tehama, & Trinity Counties

These survey data are from the 2000 Occupational Employment Statistics (OES) survey. The wages have all been updated to the third quarter of 2001 by applying the Employment Cost Index to the 2000 wages. Occupations are classified using the Standard Occupational Classification (SOC) codes. For details of the methodology, see the Overview of the OES Survey at <http://www.calmis.ca.gov>

(Sorted by Occupational Title)

| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 13-2011  | Accountants and Auditors   | \$13.67                     | \$22.02          | \$15.35                     | \$21.21                              | \$28.20                     |
| 11-3011  | Administrative Services Managers                                     | \$14.45                     | \$21.66          | \$16.58                     | \$22.20                              | \$26.18                     |
| 25-3011  | Adult Literacy, Remedial Education, and GED Teachers and Instructors | \$18.29                     | \$24.88          | \$23.01                     | \$26.07                              | \$30.02                     |
| 11-2011  | Advertising and Promotions Managers                                  | \$14.63                     | \$22.94          | \$16.41                     | \$20.75                              | \$29.30                     |
| 41-3011  | Advertising Sales Agents   | \$8.96                      | \$14.25          | \$10.09                     | \$14.77                              | \$18.44                     |
| 19-4011  | Agricultural and Food Science Technicians                            | \$10.21                     | \$11.89          | \$10.81                     | \$12.00                              | \$13.05                     |
| 19-1010  | Agricultural and Food Scientists                                     | \$19.14                     | \$24.41          | \$21.07                     | \$24.57                              | \$27.61                     |
| 45-2091  | Agricultural Equipment Operators                                     | \$6.25*                     | \$8.92           | \$6.34                      | \$7.16                               | \$10.35                     |
| 45-2011  | Agricultural Inspectors  | \$11.18                     | \$15.44          | \$11.92                     | \$15.08                              | \$19.50                     |
| 37-9099  | All Other Building and Grounds Cleaning and Maintenance Workers      | \$7.57                      | \$9.84           | \$8.86                      | \$9.95                               | \$11.14                     |
| 21-9099  | All Other Counselors, Social and Religious Workers                   | \$12.42                     | \$18.81          | \$13.46                     | \$16.27                              | \$21.61                     |
| 17-3099  | All Other Drafters, Engineering, and Mapping Technicians             | \$13.35                     | \$19.32          | \$15.73                     | \$19.81                              | \$23.41                     |
| 43-4999  | All Other Financial, Information, and Record Clerks                  | \$9.55                      | \$14.45          | \$11.30                     | \$14.91                              | \$17.39                     |
| 23-9099  | All Other Legal and Related Workers                                  | \$13.43                     | \$18.04          | \$14.33                     | \$17.04                              | \$21.04                     |



| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 43-9999  | All Other Secretaries, Administrative Assistants, and Other Office Support | \$9.14                      | \$10.98          | \$9.32                      | \$10.11                              | \$10.91                     |
| 25-3999  | All Other Teachers, Primary, Secondary, and Adult                          | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 39-3091  | Amusement and Recreation Attendants  | \$7.36                      | \$9.01           | \$7.99                      | \$9.17                               | \$10.18                     |
| 19-3091  | Anthropologists and Archeologists  | \$17.54                     | \$20.56          | \$18.45                     | \$20.61                              | \$23.48                     |
| 13-2021  | Appraisers and Assessors of Real Estate                                    | \$12.67                     | \$17.25          | \$13.40                     | \$16.25                              | \$21.03                     |
| 17-0000  | Architecture and Engineering Occupations                                   | \$15.42                     | \$25.48          | \$17.76                     | \$24.28                              | \$31.71                     |
| 27-0000  | Arts, Design, Entertainment, Sports, and Media Occupations                 | \$6.25*                     | \$12.49          | \$6.25*                     | \$8.63                               | \$14.06                     |
| 51-2099  | Assemblers and Fabricators, All Other                                      | \$7.68                      | \$10.14          | \$8.03                      | \$9.50                               | \$11.19                     |
| 49-3022  | Automotive Glass Installers and Repairers                                  | \$9.42                      | \$12.40          | \$10.37                     | \$12.48                              | \$13.75                     |
| 49-3023  | Automotive Service Technicians and Mechanics                               | \$10.79                     | \$15.43          | \$12.88                     | \$15.76                              | \$18.55                     |
| 51-3011  | Bakers   | \$6.25*                     | \$9.10           | \$6.46                      | \$7.65                               | \$11.77                     |
| 35-3011  | Bartenders   | \$7.78                      | \$7.80           | \$7.37                      | \$7.82                               | \$8.27                      |
| 43-3011  | Bill and Account Collectors  | \$9.42                      | \$11.98          | \$9.83                      | \$11.28                              | \$13.30                     |
| 43-3021  | Billing and Posting Clerks and Machine Operators                           | \$9.09                      | \$11.39          | \$9.43                      | \$10.57                              | \$12.83                     |
| 51-5011  | Bindery Workers  | \$9.97                      | \$11.30          | \$10.04                     | \$11.24                              | \$12.81                     |
| 19-4021  | Biological Technicians   | \$10.50                     | \$14.16          | \$11.26                     | \$13.73                              | \$16.80                     |
| 43-3031  | Bookkeeping, Accounting, and Auditing Clerks                               | \$7.59                      | \$10.88          | \$7.97                      | \$9.68                               | \$12.71                     |
| 13-2031  | Budget Analysts  | \$18.40                     | \$25.78          | \$19.93                     | \$23.74                              | \$26.99                     |
| 37-0000  | Building and Grounds Cleaning and Maintenance Occupations                  | \$6.51                      | \$10.24          | \$7.05                      | \$9.03                               | \$12.19                     |
| 49-3031  | Bus and Truck Mechanics and Diesel Engine Specialists                      | \$15.17                     | \$18.34          | \$17.20                     | \$19.05                              | \$20.74                     |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 53-3022  | Bus Drivers, School   | \$8.96                      | \$11.17          | \$9.28                      | \$10.38                              | \$13.04                     |
| 53-3021  | Bus Drivers, Transit and Intercity                                      | \$6.25*                     | \$13.51          | \$6.65                      | \$8.24                               | \$10.23                     |
| 13-0000  | Business and Financial Operations Occupations                           | \$13.11                     | \$20.37          | \$15.27                     | \$19.24                              | \$23.90                     |
| 13-1199  | Business Operations Specialists, All Other                              | \$12.47                     | \$22.83          | \$15.65                     | \$21.48                              | \$27.09                     |
| 51-3021  | Butchers and Meat Cutters   | \$8.27                      | \$13.89          | \$9.64                      | \$13.23                              | \$18.71                     |
| 47-2031  | Carpenters  | \$12.00                     | \$21.43          | \$14.19                     | \$20.89                              | \$30.00                     |
| 47-2041  | Carpet Installers   | \$7.28                      | \$14.95          | \$8.25                      | \$13.27                              | \$18.03                     |
| 41-2011  | Cashiers  | \$6.25*                     | \$8.40           | \$6.28                      | \$7.26                               | \$8.88                      |
| 47-2051  | Cement Masons and Concrete Finishers                                    | \$14.05                     | \$18.13          | \$15.32                     | \$17.70                              | \$20.85                     |
| 35-1011  | Chefs and Head Cooks  | \$9.60                      | \$13.97          | \$10.07                     | \$12.49                              | \$18.74                     |
| 11-1011  | Chief Executives  | \$22.66                     | \$39.57          | \$24.85                     | \$38.00                              | \$51.32                     |
| 39-9011  | Child Care Workers  | \$8.50                      | \$9.51           | \$8.91                      | \$9.65                               | \$10.41                     |
| 21-1021  | Child, Family, and School Social Workers                                | \$9.43                      | \$13.31          | \$9.84                      | \$11.64                              | \$15.99                     |
| 17-3022  | Civil Engineering Technicians   | \$13.57                     | \$20.43          | \$14.15                     | \$20.39                              | \$25.43                     |
| 17-2051  | Civil Engineers   | \$23.40                     | \$29.36          | \$24.70                     | \$28.59                              | \$33.68                     |
| 53-7061  | Cleaners of Vehicles and Equipment                                      | \$6.25*                     | \$7.30           | \$6.37                      | \$7.21                               | \$8.20                      |
| 21-2011  | Clergy  | \$8.08                      | \$18.30          | \$8.57                      | \$20.97                              | \$25.26                     |
| 19-3031  | Clinical, Counseling, and School Psychologists                          | \$18.95                     | \$24.41          | \$21.20                     | \$25.05                              | \$28.06                     |
| 27-2022  | Coaches and Scouts  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 51-9121  | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | \$7.85                      | \$11.16          | \$8.26                      | \$10.16                              | \$14.77                     |



| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 35-3021  | Combined Food Preparation and Serving Workers, Including Fast Food                           | \$6.25*                     | \$7.70           | \$6.25*                     | \$7.07                               | \$9.38                      |
| 53-2012  | Commercial Pilots  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 43-2099  | Communications Equipment Operators, All Other  | \$17.74                     | \$19.04          | \$18.09                     | \$19.47                              | \$20.86                     |
| 21-0000  | Community and Social Services Occupations  | \$9.47                      | \$16.64          | \$10.50                     | \$14.09                              | \$20.94                     |
| 13-1072  | Compensation, Benefits, and Job Analysis Specialists   | \$13.27                     | \$19.17          | \$15.03                     | \$19.93                              | \$23.24                     |
| 13-1041  | Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation | \$14.00                     | \$19.09          | \$15.20                     | \$18.22                              | \$23.26                     |
| 11-3021  | Computer and Information Systems Managers  | \$34.80                     | \$47.86          | \$37.42                     | \$46.09                              | \$56.99                     |
| 15-0000  | Computer and Mathematical Occupations  | \$12.64                     | \$23.08          | \$15.27                     | \$21.89                              | \$27.89                     |
| 43-9011  | Computer Operators   | \$10.43                     | \$15.04          | \$11.86                     | \$14.46                              | \$18.00                     |
| 15-1021  | Computer Programmers   | \$10.37                     | \$23.03          | \$11.71                     | \$17.25                              | \$27.79                     |
| 15-1031  | Computer Software Engineers, Applications  | \$13.00                     | \$25.88          | \$13.85                     | \$29.51                              | \$38.04                     |
| 15-1099  | Computer Specialists, All Other  | \$14.93                     | \$22.13          | \$16.28                     | \$20.74                              | \$27.18                     |
| 15-1041  | Computer Support Specialists   | \$8.98                      | \$16.63          | \$10.09                     | \$14.88                              | \$18.53                     |
| 15-1051  | Computer Systems Analysts  | \$18.60                     | \$27.26          | \$20.81                     | \$25.50                              | \$30.80                     |
| 49-2011  | Computer, Automated Teller, and Office Machine Repairers                                     | \$7.60                      | \$9.60           | \$7.91                      | \$9.12                               | \$10.60                     |
| 51-4011  | Computer-Controlled Machine Tool Operators, Metal and Plastic                                | \$8.86                      | \$14.28          | \$9.96                      | \$14.01                              | \$18.85                     |
| 19-1031  | Conservation Scientists  | \$15.90                     | \$21.60          | \$17.46                     | \$22.03                              | \$25.89                     |
| 47-4011  | Construction and Building Inspectors   | \$15.52                     | \$18.60          | \$15.26                     | \$16.63                              | \$21.18                     |
| 47-0000  | Construction and Extraction Occupations  | \$10.96                     | \$18.31          | \$12.65                     | \$16.97                              | \$22.64                     |
| 47-2061  | Construction Laborers  | \$9.66                      | \$14.50          | \$10.34                     | \$13.17                              | \$17.97                     |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 11-9021  | Construction Managers   | \$19.83                     | \$27.95          | \$21.20                     | \$26.50                              | \$33.40                     |
| 49-9012  | Control and Valve Installers and Repairers, Except Mechanical Door                      | \$16.22                     | \$22.11          | \$20.33                     | \$24.25                              | \$26.34                     |
| 53-7011  | Conveyor Operators and Tenders  | \$12.10                     | \$14.85          | \$13.80                     | \$15.61                              | \$16.91                     |
| 35-2011  | Cooks, Fast Food  | \$6.25*                     | \$6.73           | \$6.25*                     | \$6.63                               | \$7.72                      |
| 35-2012  | Cooks, Institution and Cafeteria  | \$6.99                      | \$9.67           | \$7.72                      | \$9.50                               | \$11.04                     |
| 35-2014  | Cooks, Restaurant   | \$7.80                      | \$8.98           | \$7.81                      | \$8.68                               | \$10.02                     |
| 35-2015  | Cooks, Short Order  | \$6.25*                     | \$6.70           | \$6.25*                     | \$6.48                               | \$7.41                      |
| 33-3012  | Correctional Officers and Jailers   | \$18.72                     | \$23.13          | \$21.99                     | \$24.23                              | \$26.42                     |
| 13-1051  | Cost Estimators   | \$14.42                     | \$22.96          | \$15.74                     | \$23.24                              | \$29.02                     |
| 41-2021  | Counter and Rental Clerks   | \$6.25*                     | \$7.39           | \$6.25*                     | \$6.91                               | \$8.73                      |
| 35-3022  | Counter Attendants, Cafeteria, Food Concession, and Coffee Shop                         | \$6.25*                     | \$7.38           | \$6.35                      | \$7.41                               | \$8.36                      |
| 43-5021  | Couriers and Messengers   | \$7.86                      | \$9.04           | \$7.69                      | \$8.39                               | \$10.27                     |
| 43-4031  | Court, Municipal, and License Clerks  | \$8.84                      | \$12.62          | \$9.36                      | \$11.08                              | \$14.80                     |
| 13-2041  | Credit Analysts   | \$14.59                     | \$23.91          | \$16.14                     | \$23.08                              | \$30.92                     |
| 51-9021  | Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders               | \$9.28                      | \$10.77          | \$9.38                      | \$10.35                              | \$11.98                     |
| 43-4051  | Customer Service Representatives  | \$9.17                      | \$14.10          | \$10.14                     | \$12.40                              | \$16.36                     |
| 51-4031  | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | \$13.18                     | \$16.61          | \$14.49                     | \$16.26                              | \$18.90                     |
| 43-9021  | Data Entry Keyers   | \$7.88                      | \$9.38           | \$7.85                      | \$8.57                               | \$10.39                     |
| 15-1061  | Database Administrators   | \$9.64                      | \$15.56          | \$10.58                     | \$12.71                              | \$20.87                     |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 41-9011  | Demonstrators and Product Promoters   | \$7.84                      | \$14.86          | \$8.04                      | \$15.95                              | \$20.74                     |
| 31-9091  | Dental Assistants   | \$9.44                      | \$13.04          | \$10.14                     | \$14.25                              | \$15.86                     |
| 29-2021  | Dental Hygienists   | \$16.27                     | \$31.25          | \$14.26                     | \$37.25                              | \$41.17                     |
| 29-1020  | Dentists  | \$49.51                     | \$54.73          | \$48.81                     | \$52.78                              | \$56.75                     |
| 43-9031  | Desktop Publishers  | \$10.87                     | \$13.28          | \$11.67                     | \$12.75                              | \$13.82                     |
| 33-3021  | Detectives and Criminal Investigators   | \$13.56                     | \$20.96          | \$13.57                     | \$20.82                              | \$26.36                     |
| 29-2032  | Diagnostic Medical Sonographers   | \$21.80                     | \$26.16          | \$22.79                     | \$25.93                              | \$29.35                     |
| 35-9011  | Dining Room and Cafeteria Attendants and Bartender Helpers                          | \$6.25*                     | \$6.26           | \$6.25*                     | \$6.25*                              | \$6.72                      |
| 35-9021  | Dishwashers   | \$6.25*                     | \$6.25*          | \$6.25*                     | \$6.25*                              | \$6.68                      |
| 43-5032  | Dispatchers, Except Police, Fire, and Ambulance                                     | \$10.03                     | \$14.58          | \$11.03                     | \$14.85                              | \$16.88                     |
| 51-4032  | Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic | \$12.02                     | \$15.07          | \$12.98                     | \$15.01                              | \$16.65                     |
| 53-3031  | Driver/Sales Workers  | \$8.70                      | \$10.60          | \$9.02                      | \$10.04                              | \$11.05                     |
| 47-5021  | Earth Drillers, Except Oil and Gas  | \$10.22                     | \$14.20          | \$10.31                     | \$11.50                              | \$18.52                     |
| 27-3041  | Editors   | \$11.71                     | \$15.51          | \$12.53                     | \$14.27                              | \$19.50                     |
| 11-9032  | Education Administrators, Elementary and Secondary School                           | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 11-9033  | Education Administrators, Postsecondary   | \$12.80                     | \$30.37          | \$14.19                     | \$27.50                              | \$47.17                     |
| 11-9031  | Education Administrators, Preschool and Child Care Center/Program                   | \$10.13                     | \$15.66          | \$10.75                     | \$15.47                              | \$19.41                     |
| 25-0000  | Education, Training, and Library Occupations  | \$8.48                      | \$16.22          | \$9.64                      | \$14.99                              | \$21.26                     |
| 21-1012  | Educational, Vocational, and School Counselors                                      | \$10.92                     | \$18.95          | \$12.34                     | \$19.37                              | \$23.55                     |
| 49-2092  | Electric Motor, Power Tool, and Related Repairers                                   | \$16.23                     | \$18.63          | \$17.04                     | \$18.95                              | \$20.71                     |



| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 17-3023  | Electrical and Electronic Engineering Technicians          | \$12.70                     | \$19.15          | \$13.84                     | \$16.69                              | \$23.30                     |
| 51-2022  | Electrical and Electronic Equipment Assemblers             | \$6.57                      | \$10.17          | \$7.16                      | \$9.55                               | \$13.12                     |
| 47-2111  | Electricians   | \$11.41                     | \$18.47          | \$12.48                     | \$17.09                              | \$24.13                     |
| 51-2023  | Electromechanical Equipment Assemblers                     | \$12.89                     | \$13.80          | \$12.56                     | \$13.56                              | \$14.75                     |
| 17-2072  | Electronics Engineers, Except Computer                     | \$20.87                     | \$33.36          | \$32.46                     | \$38.45                              | \$41.88                     |
| 25-2021  | Elementary School Teachers, Except Special Education       | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 43-4061  | Eligibility Interviewers, Government Programs              | \$9.20                      | \$10.48          | \$9.32                      | \$10.20                              | \$11.09                     |
| 29-2041  | Emergency Medical Technicians and Paramedics               | \$7.20                      | \$10.71          | \$8.07                      | \$10.20                              | \$12.66                     |
| 13-1071  | Employment, Recruitment, and Placement Specialists         | \$13.17                     | \$16.58          | \$14.14                     | \$16.30                              | \$18.54                     |
| 11-9041  | Engineering Managers                                       | \$21.63                     | \$33.06          | \$24.31                     | \$29.67                              | \$38.85                     |
| 17-2199  | Engineers, All Other                                       | \$19.21                     | \$27.32          | \$23.29                     | \$27.41                              | \$33.51                     |
| 19-2041  | Environmental Scientists and Specialists, Including Health | \$19.23                     | \$26.79          | \$20.77                     | \$24.75                              | \$30.16                     |
| 53-7032  | Excavating and Loading Machine and Dragline Operators      | \$15.88                     | \$16.87          | \$15.50                     | \$16.70                              | \$17.88                     |
| 43-6011  | Executive Secretaries and Administrative Assistants        | \$10.32                     | \$13.98          | \$10.89                     | \$12.63                              | \$15.96                     |
| 45-4021  | Fallers  | \$33.47                     | \$37.52          | \$35.97                     | \$39.04                              | \$42.12                     |
| 29-1062  | Family and General Practitioners                           | \$47.13                     | \$50.30          | \$47.31                     | \$50.93                              | \$54.56                     |
| 49-3041  | Farm Equipment Mechanics                                   | \$10.01                     | \$12.90          | \$11.07                     | \$12.84                              | \$14.38                     |
| 45-0000  | Farming, Fishing, and Forestry Occupations                 | \$6.25*                     | \$12.83          | \$6.50                      | \$8.11                               | \$14.97                     |
| 45-9099  | Farming, Fishing, and Forestry Workers, All Other          | \$6.25*                     | \$7.70           | \$6.25*                     | \$6.87                               | \$8.35                      |
| 45-2092  | Farmworkers and Laborers, Crop, Nursery, and Greenhouse    | \$6.25*                     | \$7.86           | \$6.25*                     | \$6.92                               | \$8.67                      |



| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 45-2093  | Farmworkers, Farm and Ranch Animals  | \$7.90                      | \$9.94           | \$7.95                      | \$8.88                               | \$10.46                     |
| 43-4071  | File Clerks  | \$6.25*                     | \$8.54           | \$6.37                      | \$7.44                               | \$10.22                     |
| 13-2051  | Financial Analysts   | \$15.52                     | \$18.22          | \$15.13                     | \$16.40                              | \$23.07                     |
| 11-3031  | Financial Managers   | \$14.32                     | \$27.42          | \$15.88                     | \$24.85                              | \$37.47                     |
| 13-2099  | Financial Specialists, All Other   | \$10.52                     | \$17.19          | \$12.05                     | \$17.65                              | \$21.65                     |
| 33-2011  | Fire Fighters  | \$11.13                     | \$14.58          | \$11.62                     | \$12.88                              | \$14.84                     |
| 47-1011  | First-Line Supervisors/Managers of Construction Trades and Extraction Workers            | \$18.80                     | \$24.48          | \$19.56                     | \$22.17                              | \$28.59                     |
| 45-1011  | First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers                | \$9.29                      | \$17.18          | \$9.88                      | \$18.55                              | \$23.28                     |
| 33-1021  | First-Line Supervisors/Managers of Fire Fighting and Prevention Workers                  | \$21.46                     | \$25.14          | \$23.30                     | \$25.61                              | \$27.94                     |
| 35-1012  | First-Line Supervisors/Managers of Food Preparation and Serving Workers                  | \$7.74                      | \$11.46          | \$8.21                      | \$11.43                              | \$13.62                     |
| 53-1021  | First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand          | \$13.83                     | \$19.92          | \$15.01                     | \$18.41                              | \$22.57                     |
| 37-1011  | First-Line Supervisors/Managers of Housekeeping and Janitorial Workers                   | \$7.23                      | \$12.21          | \$7.75                      | \$11.09                              | \$14.87                     |
| 37-1012  | First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers | \$6.25*                     | \$11.86          | \$6.25*                     | \$6.89                               | \$16.81                     |
| 49-1011  | First-Line Supervisors/Managers of Mechanics, Installers, and Repairers                  | \$10.88                     | \$20.18          | \$12.16                     | \$19.96                              | \$27.05                     |
| 41-1012  | First-Line Supervisors/Managers of Non-Retail Sales Workers                              | \$16.42                     | \$21.09          | \$17.83                     | \$19.72                              | \$21.59                     |
| 43-1011  | First-Line Supervisors/Managers of Office and Administrative Support Workers             | \$11.64                     | \$15.21          | \$11.98                     | \$13.37                              | \$17.32                     |
| 39-1021  | First-Line Supervisors/Managers of Personal Service Workers                              | \$11.84                     | \$16.69          | \$12.26                     | \$13.80                              | \$21.79                     |
| 33-1012  | First-Line Supervisors/Managers of Police and Detectives                                 | \$18.81                     | \$31.42          | \$20.03                     | \$28.21                              | \$40.21                     |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 51-1011  | First-Line Supervisors/Managers of Production and Operating Workers                       | \$13.26                     | \$19.57          | \$15.43                     | \$19.42                              | \$23.64                     |
| 41-1011  | First-Line Supervisors/Managers of Retail Sales Workers                                   | \$10.08                     | \$15.23          | \$11.11                     | \$13.51                              | \$17.60                     |
| 53-1031  | First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle | \$12.77                     | \$20.65          | \$14.41                     | \$19.89                              | \$26.74                     |
| 33-1099  | First-Line Supervisors/Managers, Protective Service Workers, All Other                    | \$11.14                     | \$18.57          | \$11.71                     | \$14.23                              | \$25.50                     |
| 33-3031  | Fish and Game Wardens   | \$24.14                     | \$24.66          | \$23.44                     | \$25.02                              | \$26.59                     |
| 39-9031  | Fitness Trainers and Aerobics Instructors   | \$9.50                      | \$10.67          | \$9.28                      | \$9.92                               | \$10.57                     |
| 51-3092  | Food Batchmakers  | \$9.48                      | \$10.84          | \$9.62                      | \$10.61                              | \$12.19                     |
| 35-9099  | Food Preparation and Serving Related Workers, All Other                                   | \$8.79                      | \$10.61          | \$9.36                      | \$10.65                              | \$12.20                     |
| 35-0000  | Food Preparation and Serving-Related Occupations  | \$6.60                      | \$7.84           | \$7.01                      | \$7.71                               | \$8.39                      |
| 35-2021  | Food Preparation Workers  | \$6.25*                     | \$8.24           | \$6.57                      | \$7.90                               | \$9.76                      |
| 35-3041  | Food Servers, Nonrestaurant   | \$6.25*                     | \$6.65           | \$6.25*                     | \$6.50                               | \$7.42                      |
| 11-9051  | Food Service Managers   | \$12.59                     | \$17.99          | \$14.18                     | \$16.80                              | \$20.80                     |
| 19-4093  | Forest and Conservation Technicians   | \$12.68                     | \$16.92          | \$13.81                     | \$16.49                              | \$20.09                     |
| 19-1032  | Foresters   | \$19.61                     | \$24.94          | \$20.81                     | \$24.21                              | \$27.63                     |
| 51-4022  | Forging Machine Setters, Operators, and Tenders, Metal and Plastic                        | \$10.77                     | \$13.78          | \$11.71                     | \$14.56                              | \$16.05                     |
| 51-9051  | Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders                              | \$12.20                     | \$14.74          | \$14.42                     | \$15.56                              | \$16.70                     |
| 11-1021  | General and Operations Managers   | \$18.59                     | \$31.71          | \$21.05                     | \$27.44                              | \$38.32                     |
| 19-2042  | Geoscientists, Except Hydrologists and Geographers  | \$23.62                     | \$26.71          | \$24.01                     | \$26.60                              | \$30.33                     |
| 47-2121  | Glaziers  | \$9.77                      | \$14.64          | \$11.27                     | \$14.84                              | \$18.56                     |
| 45-2041  | Graders and Sorters, Agricultural Products  | \$6.25*                     | \$7.04           | \$6.25*                     | \$6.72                               | \$7.69                      |



| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 27-1024  | Graphic Designers  | \$7.65                      | \$12.58          | \$8.17                      | \$13.61                              | \$15.78                     |
| 51-4033  | Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Met/Plas | \$7.88                      | \$11.80          | \$8.35                      | \$11.92                              | \$13.73                     |
| 17-2111  | Health and Safety Engineers, Except Mining Safety Engineers and Inspectors                       | \$24.37                     | \$36.77          | \$30.40                     | \$38.10                              | \$46.70                     |
| 29-1199  | Health Diagnosing and Treating Practitioners, All Other  | \$9.88                      | \$23.69          | \$12.98                     | \$19.05                              | \$31.85                     |
| 21-1091  | Health Educators   | \$9.82                      | \$13.58          | \$10.34                     | \$13.81                              | \$16.01                     |
| 29-0000  | Healthcare Practitioners and Technical Occupations   | \$14.43                     | \$25.68          | \$17.38                     | \$24.08                              | \$31.12                     |
| 31-0000  | Healthcare Support Occupations   | \$7.89                      | \$11.01          | \$8.48                      | \$10.28                              | \$13.55                     |
| 31-9099  | Healthcare Support Workers, All Other  | \$8.78                      | \$12.63          | \$10.19                     | \$13.32                              | \$15.50                     |
| 49-9021  | Heating, Air Conditioning, and Refrigeration Mechanics and Installers                            | \$12.93                     | \$16.67          | \$13.69                     | \$16.06                              | \$19.24                     |
| 49-9098  | Helpers--Installation, Maintenance, and Repair Workers   | \$6.97                      | \$9.94           | \$7.46                      | \$8.64                               | \$11.73                     |
| 47-3015  | Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters                                     | \$6.25*                     | \$8.93           | \$6.52                      | \$8.07                               | \$10.40                     |
| 51-9198  | Helpers--Production Workers  | \$7.85                      | \$12.62          | \$8.75                      | \$14.58                              | \$16.31                     |
| 47-4051  | Highway Maintenance Workers  | \$11.06                     | \$14.66          | \$12.24                     | \$15.00                              | \$16.78                     |
| 49-9031  | Home Appliance Repairers   | \$15.96                     | \$19.02          | \$18.12                     | \$19.58                              | \$21.06                     |
| 31-1011  | Home Health Aides  | \$7.85                      | \$9.12           | \$7.93                      | \$8.95                               | \$10.28                     |
| 35-9031  | Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop   | \$6.25*                     | \$7.07           | \$6.25*                     | \$6.70                               | \$8.15                      |
| 43-4081  | Hotel, Motel, and Resort Desk Clerks   | \$6.25*                     | \$7.77           | \$6.37                      | \$7.50                               | \$8.64                      |
| 43-4161  | Human Resources Assistants, Except Payroll and Timekeeping                                       | \$10.04                     | \$13.55          | \$11.26                     | \$13.81                              | \$16.09                     |
| 11-3040  | Human Resources Managers   | \$15.59                     | \$24.56          | \$18.34                     | \$23.63                              | \$31.16                     |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 19-2043  | Hydrologists  | \$20.63                     | \$23.35          | \$21.87                     | \$24.04                              | \$26.06                     |
| 49-9041  | Industrial Machinery Mechanics                                | \$16.00                     | \$19.69          | \$18.29                     | \$20.23                              | \$22.17                     |
| 11-3051  | Industrial Production Managers                                | \$18.45                     | \$29.96          | \$22.90                     | \$29.00                              | \$34.58                     |
| 53-7051  | Industrial Truck and Tractor Operators                        | \$10.23                     | \$13.90          | \$11.41                     | \$13.96                              | \$16.45                     |
| 51-9061  | Inspectors, Testers, Sorters, Samplers, and Weighers          | \$8.33                      | \$14.24          | \$11.02                     | \$14.64                              | \$17.31                     |
| 49-0000  | Installation, Maintenance, and Repair Occupations             | \$10.36                     | \$17.21          | \$12.07                     | \$16.84                              | \$22.10                     |
| 49-9099  | Installation, Maintenance, and Repair Workers, All Other      | \$13.95                     | \$18.58          | \$15.21                     | \$17.54                              | \$21.43                     |
| 25-9031  | Instructional Coordinators                                    | \$8.08                      | \$16.12          | \$8.52                      | \$13.81                              | \$21.24                     |
| 43-9041  | Insurance Claims and Policy Processing Clerks                 | \$8.28                      | \$11.83          | \$8.69                      | \$10.78                              | \$12.94                     |
| 41-3021  | Insurance Sales Agents  | \$8.82                      | \$20.17          | \$9.87                      | \$12.23                              | \$27.61                     |
| 13-2053  | Insurance Underwriters  | \$14.81                     | \$18.18          | \$15.29                     | \$17.14                              | \$20.57                     |
| 27-3091  | Interpreters and Translators                                  | \$12.74                     | \$12.79          | \$12.18                     | \$12.91                              | \$13.65                     |
| 43-4111  | Interviewers, Except Eligibility and Loan                     | \$9.57                      | \$15.25          | \$10.56                     | \$13.11                              | \$22.35                     |
| 37-2011  | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | \$6.72                      | \$9.74           | \$7.32                      | \$9.24                               | \$12.09                     |
| 51-5021  | Job Printers  | \$9.92                      | \$12.01          | \$10.91                     | \$12.14                              | \$13.26                     |
| 23-1023  | Judges, Magistrate Judges, and Magistrates                    | \$47.18                     | \$55.23          | \$49.31                     | \$55.71                              | \$63.53                     |
| 25-2012  | Kindergarten Teachers, Except Special Education               | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 53-7062  | Laborers and Freight, Stock, and Material Movers, Hand        | \$6.42                      | \$9.79           | \$6.96                      | \$8.75                               | \$11.32                     |
| 37-3011  | Landscaping and Groundskeeping Workers                        | \$6.83                      | \$10.83          | \$7.46                      | \$9.54                               | \$13.16                     |
| 51-6011  | Laundry and Dry-Cleaning Workers                              | \$6.25*                     | \$7.30           | \$6.25*                     | \$7.25                               | \$8.38                      |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 23-1011  | Lawyers   | \$29.61                     | \$37.60          | \$31.29                     | \$35.83                              | \$45.45                     |
| 23-0000  | Legal Occupations   | \$14.88                     | \$21.89          | \$14.92                     | \$16.30                              | \$24.54                     |
| 43-6012  | Legal Secretaries   | \$7.86                      | \$10.31          | \$7.77                      | \$8.57                               | \$14.23                     |
| 11-1031  | Legislators   | \$16.05                     | \$18.46          | \$16.94                     | \$18.85                              | \$20.54                     |
| 25-4021  | Librarians  | \$9.79                      | \$14.52          | \$9.85                      | \$10.92                              | \$19.84                     |
| 43-4121  | Library Assistants, Clerical                                  | \$8.71                      | \$9.89           | \$9.21                      | \$9.98                               | \$10.76                     |
| 25-4031  | Library Technicians   | \$8.26                      | \$10.53          | \$8.72                      | \$10.56                              | \$12.23                     |
| 29-2061  | Licensed Practical and Licensed Vocational Nurses             | \$13.44                     | \$16.11          | \$14.23                     | \$16.02                              | \$17.74                     |
| 19-1099  | Life Scientists, All Other                                    | \$10.67                     | \$20.39          | \$10.81                     | \$20.29                              | \$28.75                     |
| 19-0000  | Life, Physical, and Social Science Occupations                | \$13.19                     | \$19.91          | \$14.88                     | \$19.41                              | \$24.53                     |
| 19-4099  | Life, Physical, and Social Science Technicians, All Other     | \$11.37                     | \$16.09          | \$12.32                     | \$15.26                              | \$18.97                     |
| 43-4131  | Loan Interviewers and Clerks                                  | \$12.08                     | \$12.32          | \$11.71                     | \$12.47                              | \$13.21                     |
| 13-2072  | Loan Officers   | \$14.94                     | \$25.91          | \$17.83                     | \$24.96                              | \$32.94                     |
| 11-9081  | Lodging Managers  | \$10.41                     | \$13.56          | \$11.03                     | \$12.82                              | \$16.05                     |
| 45-4022  | Logging Equipment Operators                                   | \$12.66                     | \$15.43          | \$13.62                     | \$15.40                              | \$17.04                     |
| 53-7063  | Machine Feeders and Offbearers                                | \$12.03                     | \$15.85          | \$14.40                     | \$16.42                              | \$18.80                     |
| 51-4041  | Machinists  | \$10.41                     | \$14.20          | \$11.71                     | \$14.35                              | \$16.69                     |
| 37-2012  | Maids and Housekeeping Cleaners                               | \$6.25*                     | \$7.72           | \$6.25*                     | \$7.20                               | \$8.72                      |
| 43-9051  | Mail Clerks and Mail Machine Operators, Except Postal Service | \$6.25*                     | \$7.67           | \$6.25*                     | \$6.76                               | \$8.03                      |
| 49-9042  | Maintenance and Repair Workers, General                       | \$8.86                      | \$13.16          | \$9.69                      | \$12.36                              | \$16.30                     |



| SOC Code | Occupational Title                                 | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 49-9043  | Maintenance Workers, Machinery                     | \$11.89                     | \$14.66          | \$11.99                     | \$13.07                              | \$14.96                     |
| 13-1111  | Management Analysts                                | \$19.36                     | \$20.62          | \$18.74                     | \$20.08                              | \$21.40                     |
| 11-0000  | Management Occupations                             | \$16.54                     | \$28.55          | \$19.11                     | \$25.56                              | \$34.87                     |
| 11-9199  | Managers, All Other                                | \$19.43                     | \$28.69          | \$21.40                     | \$27.68                              | \$34.92                     |
| 19-3021  | Market Research Analysts                           | \$12.10                     | \$19.24          | \$13.61                     | \$16.43                              | \$28.78                     |
| 11-2021  | Marketing Managers                                 | \$20.73                     | \$37.60          | \$25.22                     | \$38.57                              | \$49.14                     |
| 21-1013  | Marriage and Family Therapists                     | \$15.59                     | \$20.11          | \$16.16                     | \$20.04                              | \$24.41                     |
| 51-3022  | Meat, Poultry, and Fish Cutters and Trimmers       | \$9.10                      | \$11.14          | \$9.73                      | \$11.58                              | \$12.84                     |
| 17-2141  | Mechanical Engineers                               | \$17.22                     | \$28.73          | \$19.20                     | \$25.98                              | \$37.22                     |
| 27-3099  | Media and Communication Workers, All Other         | \$12.21                     | \$14.23          | \$12.31                     | \$13.68                              | \$15.78                     |
| 29-2012  | Medical and Clinical Laboratory Technicians        | \$24.24                     | \$24.74          | \$23.62                     | \$25.19                              | \$26.76                     |
| 29-2011  | Medical and Clinical Laboratory Technologists      | \$23.54                     | \$26.22          | \$23.94                     | \$26.19                              | \$28.49                     |
| 11-9111  | Medical and Health Services Managers               | \$14.46                     | \$23.90          | \$17.99                     | \$24.64                              | \$28.89                     |
| 21-1022  | Medical and Public Health Social Workers           | \$16.60                     | \$20.54          | \$18.50                     | \$20.74                              | \$22.97                     |
| 31-9092  | Medical Assistants                                 | \$7.71                      | \$10.18          | \$8.16                      | \$9.51                               | \$10.88                     |
| 29-2071  | Medical Records and Health Information Technicians | \$9.09                      | \$13.72          | \$9.80                      | \$12.66                              | \$18.19                     |
| 43-6013  | Medical Secretaries                                | \$9.72                      | \$12.83          | \$10.03                     | \$11.42                              | \$15.60                     |
| 31-9094  | Medical Transcriptionists                          | \$9.93                      | \$12.21          | \$9.97                      | \$11.06                              | \$14.72                     |
| 21-1014  | Mental Health Counselors                           | \$9.82                      | \$11.44          | \$9.70                      | \$10.64                              | \$12.29                     |
| 27-1026  | Merchandise Displayers and Window Trimmers         | \$8.08                      | \$12.05          | \$8.46                      | \$11.87                              | \$13.65                     |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 43-5041  | Meter Readers, Utilities  | \$15.87                     | \$19.77          | \$18.66                     | \$20.55                              | \$22.40                     |
| 25-2022  | Middle School Teachers, Except Special and Vocational Education                             | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 49-9044  | Millwrights   | \$15.71                     | \$19.34          | \$17.21                     | \$19.60                              | \$21.61                     |
| 49-3042  | Mobile Heavy Equipment Mechanics, Except Engines  | \$15.11                     | \$19.23          | \$16.31                     | \$18.92                              | \$21.72                     |
| 51-4072  | Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | \$6.86                      | \$8.18           | \$7.15                      | \$7.82                               | \$8.49                      |
| 53-3099  | Motor Vehicle Operators, All Other  | \$9.62                      | \$12.95          | \$9.83                      | \$10.93                              | \$17.12                     |
| 49-3052  | Motorcycle Mechanics  | \$10.17                     | \$10.97          | \$9.75                      | \$10.42                              | \$11.07                     |
| 11-9121  | Natural Sciences Managers   | \$17.87                     | \$23.64          | \$19.02                     | \$22.67                              | \$27.22                     |
| 15-1071  | Network and Computer Systems Administrators   | \$16.42                     | \$23.07          | \$17.43                     | \$22.17                              | \$26.82                     |
| 15-1081  | Network Systems and Data Communications Analysts  | \$24.85                     | \$31.18          | \$26.13                     | \$30.69                              | \$36.88                     |
| 27-3020  | News Analysts, Reporters and Correspondents   | \$9.23                      | \$11.57          | \$9.71                      | \$11.46                              | \$13.30                     |
| 39-2021  | Nonfarm Animal Caretakers   | \$6.25*                     | \$8.12           | \$6.34                      | \$7.14                               | \$9.47                      |
| 31-1012  | Nursing Aides, Orderlies, and Attendants  | \$7.89                      | \$9.75           | \$7.99                      | \$9.03                               | \$11.07                     |
| 29-1122  | Occupational Therapists   | \$29.73                     | \$31.28          | \$29.77                     | \$31.92                              | \$34.07                     |
| 43-0000  | Office and Administrative Support Occupations   | \$7.76                      | \$11.66          | \$8.70                      | \$10.68                              | \$13.65                     |
| 43-9061  | Office Clerks, General  | \$6.61                      | \$10.62          | \$7.23                      | \$9.74                               | \$12.81                     |
| 43-9071  | Office Machine Operators, Except Computer   | \$8.20                      | \$10.57          | \$8.75                      | \$10.17                              | \$12.07                     |
| 47-2073  | Operating Engineers and Other Construction Equipment Operators                              | \$15.72                     | \$20.95          | \$17.49                     | \$19.89                              | \$22.16                     |
| 43-4151  | Order Clerks  | \$7.74                      | \$10.69          | \$8.01                      | \$9.38                               | \$11.37                     |
| 51-9111  | Packaging and Filling Machine Operators and Tenders   | \$7.44                      | \$10.11          | \$8.39                      | \$10.20                              | \$12.16                     |

| SOC Code | Occupational Title                           | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 53-7064  | Packers and Packagers, Hand                  | \$6.25*                     | \$8.26           | \$6.56                      | \$7.70                               | \$9.39                      |
| 47-2141  | Painters, Construction and Maintenance       | \$10.24                     | \$15.09          | \$11.68                     | \$13.74                              | \$16.81                     |
| 23-2011  | Paralegals and Legal Assistants              | \$15.26                     | \$15.68          | \$14.77                     | \$15.71                              | \$16.65                     |
| 41-2022  | Parts Salespersons                           | \$7.50                      | \$10.05          | \$8.10                      | \$9.81                               | \$11.78                     |
| 43-3051  | Payroll and Timekeeping Clerks               | \$10.26                     | \$13.64          | \$11.16                     | \$13.28                              | \$16.30                     |
| 29-1065  | Pediatricians, General                       | \$41.47                     | \$47.15          | \$46.31                     | \$49.85                              | \$53.53                     |
| 39-9021  | Personal and Home Care Aides                 | \$6.25*                     | \$7.30           | \$6.32                      | \$7.15                               | \$8.33                      |
| 39-0000  | Personal Care and Service Occupations        | \$6.70                      | \$9.56           | \$7.33                      | \$9.14                               | \$10.48                     |
| 39-9099  | Personal Care and Service Workers, All Other | \$9.43                      | \$10.79          | \$9.46                      | \$10.40                              | \$11.79                     |
| 29-1051  | Pharmacists                                  | \$38.75                     | \$42.67          | \$39.31                     | \$43.04                              | \$46.77                     |
| 31-9095  | Pharmacy Aides                               | \$6.25*                     | \$9.22           | \$6.32                      | \$9.35                               | \$10.64                     |
| 29-2052  | Pharmacy Technicians                         | \$11.24                     | \$13.01          | \$11.62                     | \$12.76                              | \$13.89                     |
| 31-2022  | Physical Therapist Aides                     | \$8.73                      | \$11.29          | \$10.11                     | \$11.77                              | \$13.14                     |
| 31-2021  | Physical Therapist Assistants                | \$16.14                     | \$18.22          | \$15.75                     | \$17.13                              | \$19.91                     |
| 29-1123  | Physical Therapists                          | \$23.66                     | \$28.74          | \$24.87                     | \$27.81                              | \$32.32                     |
| 29-1071  | Physician Assistants                         | \$23.07                     | \$32.93          | \$25.53                     | \$35.92                              | \$40.78                     |
| 47-2151  | Pipelayers                                   | \$15.21                     | \$21.45          | \$16.78                     | \$23.33                              | \$25.83                     |
| 51-8099  | Plant and System Operators, All Other        | \$11.71                     | \$18.13          | \$15.27                     | \$18.16                              | \$22.02                     |
| 47-2152  | Plumbers, Pipefitters, and Steamfitters      | \$12.54                     | \$16.84          | \$13.54                     | \$15.73                              | \$18.13                     |
| 33-3051  | Police and Sheriff's Patrol Officers         | \$14.86                     | \$25.08          | \$17.08                     | \$27.53                              | \$32.03                     |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 43-5031  | Police, Fire, and Ambulance Dispatchers                                   | \$9.32                      | \$11.59          | \$9.63                      | \$10.94                              | \$13.22                     |
| 43-5051  | Postal Service Clerks   | \$15.85                     | \$18.41          | \$16.86                     | \$18.87                              | \$20.56                     |
| 43-5052  | Postal Service Mail Carriers  | \$12.52                     | \$17.30          | \$13.38                     | \$18.30                              | \$20.59                     |
| 43-5053  | Postal Service Mail Sorters, Processors, and Processing Machine Operators | \$6.82                      | \$9.61           | \$7.46                      | \$9.57                               | \$11.92                     |
| 51-5022  | Prepress Technicians and Workers  | \$8.91                      | \$10.79          | \$9.30                      | \$10.59                              | \$12.33                     |
| 25-2011  | Preschool Teachers, Except Special Education                              | \$6.49                      | \$9.65           | \$7.08                      | \$8.83                               | \$11.47                     |
| 51-5023  | Printing Machine Operators  | \$8.67                      | \$12.42          | \$9.23                      | \$10.77                              | \$14.93                     |
| 43-3061  | Procurement Clerks  | \$11.70                     | \$14.89          | \$14.00                     | \$15.36                              | \$16.71                     |
| 51-0000  | Production Occupations  | \$8.24                      | \$13.62          | \$9.35                      | \$13.15                              | \$16.75                     |
| 51-9199  | Production Workers, All Other   | \$6.45                      | \$11.17          | \$7.05                      | \$10.42                              | \$15.37                     |
| 43-5061  | Production, Planning, and Expediting Clerks                               | \$10.39                     | \$15.17          | \$11.92                     | \$15.67                              | \$18.05                     |
| 33-0000  | Protective Service Occupations  | \$10.77                     | \$20.76          | \$12.96                     | \$22.37                              | \$27.11                     |
| 33-9099  | Protective Service Workers, All Other                                     | \$7.90                      | \$13.28          | \$8.46                      | \$12.70                              | \$17.45                     |
| 11-2031  | Public Relations Managers   | \$16.04                     | \$21.69          | \$16.50                     | \$20.24                              | \$24.75                     |
| 27-3031  | Public Relations Specialists  | \$10.24                     | \$20.43          | \$10.83                     | \$22.20                              | \$27.77                     |
| 13-1021  | Purchasing Agents and Buyers, Farm Products                               | \$11.31                     | \$15.43          | \$11.97                     | \$13.65                              | \$17.98                     |
| 13-1023  | Purchasing Agents, Except Wholesale, Retail, and Farm Products            | \$11.54                     | \$17.84          | \$12.95                     | \$16.20                              | \$21.31                     |
| 11-3061  | Purchasing Managers   | \$15.24                     | \$21.27          | \$15.93                     | \$19.27                              | \$26.07                     |
| 29-2034  | Radiologic Technologists and Technicians                                  | \$16.05                     | \$19.70          | \$16.88                     | \$19.45                              | \$21.90                     |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 41-9022  | Real Estate Sales Agents  | \$9.80                      | \$16.19          | \$10.80                     | \$12.98                              | \$24.38                     |
| 43-4171  | Receptionists and Information Clerks  | \$6.25*                     | \$8.47           | \$6.66                      | \$8.42                               | \$10.06                     |
| 39-9032  | Recreation Workers  | \$7.43                      | \$9.45           | \$8.03                      | \$9.27                               | \$10.41                     |
| 53-7081  | Refuse and Recyclable Material Collectors   | \$9.36                      | \$14.34          | \$10.35                     | \$13.28                              | \$19.13                     |
| 29-1111  | Registered Nurses   | \$19.18                     | \$23.98          | \$20.73                     | \$24.36                              | \$27.34                     |
| 21-1015  | Rehabilitation Counselors   | \$7.86                      | \$9.68           | \$7.61                      | \$8.20                               | \$8.99                      |
| 29-1126  | Respiratory Therapists  | \$17.80                     | \$20.90          | \$18.49                     | \$20.53                              | \$22.65                     |
| 41-2031  | Retail Salespersons   | \$6.25*                     | \$8.43           | \$6.60                      | \$7.66                               | \$8.63                      |
| 47-2181  | Roofers   | \$11.78                     | \$16.79          | \$13.25                     | \$18.30                              | \$20.26                     |
| 41-0000  | Sales and Related Occupations   | \$6.25*                     | \$10.65          | \$6.80                      | \$8.36                               | \$12.52                     |
| 41-9099  | Sales and Related Workers, All Other  | \$6.92                      | \$11.78          | \$7.42                      | \$8.49                               | \$16.68                     |
| 11-2022  | Sales Managers  | \$22.54                     | \$29.77          | \$23.73                     | \$26.03                              | \$30.66                     |
| 41-3099  | Sales Representatives, Services, All Other  | \$15.71                     | \$21.44          | \$18.78                     | \$21.79                              | \$25.74                     |
| 41-4012  | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Product | \$10.97                     | \$18.30          | \$12.38                     | \$15.48                              | \$21.64                     |
| 41-4011  | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products       | \$12.80                     | \$18.10          | \$13.49                     | \$16.28                              | \$23.53                     |
| 51-7041  | Sawing Machine Setters, Operators, and Tenders, Wood  | \$15.23                     | \$19.27          | \$16.33                     | \$19.11                              | \$21.94                     |
| 25-2031  | Secondary School Teachers, Except Special and Vocational Education                          | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 43-6014  | Secretaries, Except Legal, Medical, and Executive   | \$9.31                      | \$11.54          | \$9.60                      | \$10.75                              | \$13.70                     |
| 33-9032  | Security Guards   | \$7.52                      | \$9.41           | \$7.83                      | \$8.83                               | \$10.53                     |

| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 25-3021  | Self-Enrichment Education Teachers  | \$8.18                      | \$11.10          | \$8.70                      | \$11.98                              | \$13.04                     |
| 51-9012  | Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and | \$11.44                     | \$12.66          | \$11.96                     | \$12.91                              | \$13.86                     |
| 53-6031  | Service Station Attendants  | \$6.25*                     | \$8.06           | \$6.67                      | \$8.18                               | \$9.63                      |
| 47-2211  | Sheet Metal Workers   | \$8.58                      | \$11.90          | \$9.43                      | \$11.03                              | \$14.91                     |
| 43-5071  | Shipping, Receiving, and Traffic Clerks   | \$8.68                      | \$12.23          | \$9.44                      | \$10.97                              | \$15.31                     |
| 39-1012  | Slot Key Persons  | \$6.25*                     | \$7.82           | \$6.37                      | \$7.14                               | \$8.26                      |
| 11-9151  | Social and Community Service Managers   | \$11.16                     | \$19.24          | \$14.30                     | \$16.87                              | \$23.82                     |
| 21-1093  | Social and Human Service Assistants   | \$7.77                      | \$11.10          | \$8.04                      | \$10.18                              | \$13.49                     |
| 25-2042  | Special Education Teachers, Middle School   | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 25-2041  | Special Education Teachers, Preschool, Kindergarten, and Elementary School                  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 25-2043  | Special Education Teachers, Secondary School  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 29-1127  | Speech-Language Pathologists  | \$16.73                     | \$30.01          | \$18.09                     | \$35.99                              | \$40.46                     |
| 51-8021  | Stationary Engineers and Boiler Operators   | \$14.68                     | \$21.79          | \$15.77                     | \$19.93                              | \$29.21                     |
| 43-5081  | Stock Clerks and Order Fillers  | \$6.62                      | \$8.91           | \$7.19                      | \$8.26                               | \$9.63                      |
| 29-2055  | Surgical Technologists  | \$13.50                     | \$17.19          | \$14.22                     | \$17.02                              | \$20.17                     |
| 17-3031  | Surveying and Mapping Technicians   | \$12.45                     | \$16.23          | \$14.19                     | \$16.18                              | \$18.90                     |
| 17-1022  | Surveyors   | \$19.50                     | \$25.08          | \$21.10                     | \$24.57                              | \$28.03                     |
| 43-2011  | Switchboard Operators, Including Answering Service  | \$6.90                      | \$9.74           | \$7.43                      | \$9.51                               | \$12.20                     |
| 13-2081  | Tax Examiners, Collectors, and Revenue Agents   | \$9.80                      | \$16.81          | \$10.48                     | \$18.47                              | \$20.59                     |



| SOC Code | Occupational Title  | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|---|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 25-9041  | Teacher Assistants  | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 51-2092  | Team Assemblers   | \$7.36                      | \$10.81          | \$7.83                      | \$9.64                               | \$13.67                     |
| 49-2022  | Telecommunications Equipment Installers and Repairers, Except Line Installers | \$19.94                     | \$23.43          | \$22.94                     | \$24.82                              | \$26.67                     |
| 49-9052  | Telecommunications Line Installers and Repairers                              | \$18.12                     | \$22.85          | \$19.80                     | \$24.05                              | \$26.46                     |
| 41-9041  | Telemarketers   | \$9.48                      | \$11.92          | \$11.35                     | \$12.28                              | \$13.23                     |
| 43-3071  | Tellers   | \$9.28                      | \$11.10          | \$9.27                      | \$10.05                              | \$10.81                     |
| 49-3093  | Tire Repairers and Changers   | \$6.25*                     | \$7.68           | \$6.36                      | \$7.37                               | \$8.36                      |
| 23-2093  | Title Examiners, Abstractors, and Searchers                                   | \$12.40                     | \$14.91          | \$12.72                     | \$14.42                              | \$16.30                     |
| 51-4194  | Tool Grinders, Filers, and Sharpeners   | \$9.72                      | \$12.36          | \$9.65                      | \$10.59                              | \$15.08                     |
| 13-1073  | Training and Development Specialists  | \$8.24                      | \$17.66          | \$8.89                      | \$15.74                              | \$20.24                     |
| 53-0000  | Transportation and Material Moving Occupations                                | \$7.23                      | \$12.42          | \$8.22                      | \$11.58                              | \$15.93                     |
| 53-6099  | Transportation Workers, All Other   | \$19.57                     | \$19.62          | \$18.69                     | \$19.86                              | \$21.04                     |
| 11-3071  | Transportation, Storage, and Distribution Managers                            | \$17.09                     | \$28.18          | \$17.97                     | \$27.47                              | \$35.09                     |
| 41-3041  | Travel Agents   | \$7.93                      | \$8.90           | \$7.86                      | \$8.59                               | \$9.76                      |
| 53-3032  | Truck Drivers, Heavy and Tractor-Trailer                                      | \$11.44                     | \$14.62          | \$12.25                     | \$14.02                              | \$16.41                     |
| 53-3033  | Truck Drivers, Light or Delivery Services                                     | \$7.20                      | \$11.34          | \$8.16                      | \$11.74                              | \$14.30                     |
| 39-3031  | Ushers, Lobby Attendants, and Ticket Takers                                   | \$6.25*                     | \$6.71           | \$6.25*                     | \$6.67                               | \$7.60                      |
| 25-1194  | Vocational Education Teachers, Postsecondary                                  | \$21.02                     | \$36.43          | \$22.13                     | \$34.65                              | \$50.58                     |
| 25-2032  | Vocational Education Teachers, Secondary School                               | (2)                         | (2)              | (2)                         | (2)                                  | (2)                         |
| 35-3031  | Waiters and Waitresses  | \$6.25*                     | \$6.36           | \$6.25*                     | \$6.25*                              | \$6.69                      |



| SOC Code | Occupational Title   | Entry-Level Hourly Wage (1) | Mean Hourly Wage | 25th Percentile Hourly Wage | 50th Percentile (Median) Hourly Wage | 75th Percentile Hourly Wage |
|----------|--|-----------------------------|------------------|-----------------------------|--------------------------------------|-----------------------------|
| 51-8031  | Water and Liquid Waste Treatment Plant and System Operators        | \$11.24                     | \$17.32          | \$14.37                     | \$17.15                              | \$21.61                     |
| 43-5111  | Weighers, Measurers, Checkers, and Samplers, Recordkeeping         | \$8.97                      | \$11.44          | \$9.74                      | \$11.68                              | \$13.06                     |
| 51-4121  | Welders, Cutters, Solderers, and Brazers                           | \$8.79                      | \$13.11          | \$9.64                      | \$12.93                              | \$15.74                     |
| 13-1022  | Wholesale and Retail Buyers, Except Farm Products                  | \$10.56                     | \$15.98          | \$11.12                     | \$15.63                              | \$17.38                     |
| 51-7099  | Woodworkers, All Other   | \$8.66                      | \$12.09          | \$9.24                      | \$11.69                              | \$14.98                     |
| 51-7042  | Woodworking Machine Setters, Operators, and Tenders, Except Sawing | \$8.32                      | \$13.53          | \$8.80                      | \$14.94                              | \$16.63                     |
| 43-9022  | Word Processors and Typists  | \$9.07                      | \$12.20          | \$9.70                      | \$11.41                              | \$14.08                     |
| 19-1023  | Zoologists and Wildlife Biologists                                 | \$16.59                     | \$22.41          | \$18.69                     | \$22.90                              | \$26.60                     |

#### Data

- (1) The mean of the first third of the wage distribution is provided as a proxy for entry-level wage.
  - (2) For some occupations, workers may not work full-time all year-round. For these occupations it is not feasible to calculate an hourly wage.
  - (3) For occupations where a substantial portion of workers earn more than \$70.01 per hour (the top step in the 2000 OES survey), the mean hourly and annual wages cannot be reliably calculated.
- \* The survey reference date was in the fourth quarter of 2000, when the California minimum wage was \$5.75 per hour. Since these wages were updated to 2001, and the minimum wage changed to \$6.25 per hour on January 1, 2001, wages below \$6.25 were set to \$6.25 per hour. Starting January 1, 2002, the California minimum wage is \$6.75 per hour.

**Source:** Employment Development Department  
Labor Market Information Division  
(916) 262-2162

# *Projections & Planning Information*

## **Module F:**

# **Social & Economic Data**





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# Introduction To Social And Economic Data Tables

The data for the Social and Economic Data Tables were developed from a variety of sources to aid local organizations in identifying target group needs and in making appropriate resource allocations for employment and training activities.

Terms expressed in these tables are those commonly used by the U.S. Department of Commerce, the Bureau of the Census and the various state agencies which supplied the data. (The specified source of the data is noted at the bottom of each table.) To aid users of this publication, these terms are defined in the *Explanation of Terms and Concepts* section at the back of this packet.

## Automated Access

Electronic access to current data is available through the Employment Development Department's Internet address at:

**[www.calmis.ca.gov](http://www.calmis.ca.gov)**

For technical assistance or additional information about the Employment Development Department's Labor Market Information Division Internet website, please call (916) 262-2162 or FAX (916) 262-2443 to order other publications.





**TABLE 1**  
**PUBLIC ASSISTANCE RECIPIENTS BY PROGRAM**  
**2000 - 2002**  
**COLUSA COUNTY**

| Recipients by Program   | July |      |      | CALIFORNIA<br>July 2002 |
|---|------|------|------|-------------------------|
|   | 2000 | 2001 | 2002 |                         |
| California Work Opportunity and Responsibility To Kids (CalWORKs) (a) . . . . . | 515  | 507  | 527  | 1,331,704               |
| Adults . . . . .  | 134  | 129  | 118  | 297,063                 |
| Children . . . . .  | 381  | 378  | 409  | 1,034,641               |
| Food Stamps (b) . . . . .   | 662  | 878  | 867  | 1,529,445               |
| General Relief (c) . . . . .  | 18   | 18   | 20   | 95,718                  |
| Refugee Cash Assistance (d) . . . . .   | 0    | 0    | 0    | 1,362                   |
| Welfare to Work (e) . . . . .   | 114  | 104  | 77   | 266,670                 |

Source: California Department of Social Services

To access detailed reports for county comparisons, visit the California Department of Social Services Internet address at: <http://www.dss.cahwnet.gov/research>

CalWORKs: see report CA 237; Food Stamps: see report DFA 256;

General Relief: see report GR 237; Welfare to Work: see reports WTW 25 and WTW 25A.

(a) Data include foster care children.

(b) Includes those persons receiving public assistance payments and those not receiving public assistance payments.

(c) General Relief data for July 2001 were not available. Data provided are for March 2001.

(d) Refugee Cash Assistance data are for the third quarter and exclude CalWORKs recipients.

(e) With the passage of the Federal Personal Responsibility and Work Opportunity Act of 1996 and California's subsequent implementation of the California Work Opportunity and Responsibility to Kids Act (CalWORKs), the requirement for recipients of aid to participate in work related activities increased significantly. This number represents the number of CalWORKs recipients who have been enrolled or have been sent a notice to participate in Welfare to Work activities. These individuals may be required to participate or be willing to participate in these activities.

**TABLE 2**  
**PUBLIC ASSISTANCE RECIPIENTS (CalWORKs)**  
**CHARACTERISTICS OF RECIPIENTS 16 YEARS AND OLDER**  
**2000 - 2002**  
**COLUSA COUNTY**

| Characteristics                    | July |      |      | CALIFORNIA<br>July 2002 |
|------------------------------------|------|------|------|-------------------------|
|                                    | 2000 | 2001 | 2002 |                         |
| Total Recipients 16+ (a) (b) ..... | 180  | 180  | 180  | 461,210                 |
| Male .....                         | 30   | 30   | 30   | 88,310                  |
| Female .....                       | 150  | 150  | 150  | 373,040                 |
| 16-20 .....                        | 40   | 40   | 40   | 97,300                  |
| 21-44 .....                        | 130  | 130  | 130  | 328,710                 |
| 45-54 .....                        | 10   | 10   | 10   | 28,150                  |
| 55+ .....                          | 0    | 0    | 0    | 7,200                   |
| White (Not Hispanic) .....         | 110  | 100  | 80   | 113,140                 |
| Black (Not Hispanic) .....         | *    | *    | *    | 101,960                 |
| Hispanic .....                     | 70   | 70   | 80   | 206,470                 |
| Asian & Pacific Islander .....     | *    | *    | 0    | 33,350                  |
| American Indian .....              | 0    | *    | 10   | 3,290                   |
| Filipino .....                     | 0    | 0    | 0    | 3,000                   |

(CalWORKs) California Work Opportunity And Responsibility To Kids

Source: California Department of Social Services; U.S. Department of Commerce, Bureau of the Census; Detailed data by sex, age, and race/ethnicity are extrapolations based on aggregate figures provided by the Department of Social Services.

To access the detailed report for county comparisons, visit the California Department of Social Services Internet address at: <http://www.dss.cahwnet.gov/research>  
 See report ABCD 350.

(a) Includes children in Two Parent, Zero Parent, All Others and Foster Care cases.

(b) Detail may not add to total due to independent rounding.

\* Less than five.



**TABLE 3**  
**Occupations With The Greatest Absolute Job Growth (1)**  
**1997 - 2004**  
**NORTH CENTRAL CONSORTIUM**

| CA<br>OES<br>CODE | OCCUPATION                         | ANNUAL AVERAGES |       | NUMBER<br>OF NEW<br>JOBS | PERCENT<br>CHANGE |
|-------------------|------------------------------------|-----------------|-------|--------------------------|-------------------|
|                   |                                    | 1999(2)         | 2006  |                          |                   |
| 49023             | CASHIERS                           | 1,920           | 2,310 | 390                      | 20.3              |
| 49011             | SALESPERSONS, RETAIL               | 1,920           | 2,270 | 350                      | 18.2              |
| 55347             | GENERAL OFFICE CLERKS              | 1,110           | 1,380 | 270                      | 24.3              |
| 31521             | TEACHER AIDES, PARAPROFESSIONAL    | 1,130           | 1,380 | 250                      | 22.1              |
| 43021             | TRAVEL AGENTS                      | 30              | 280   | 250                      | 833.3             |
| 19005             | GENERAL MANAGERS, TOP EXECUTIVES   | 1,150           | 1,380 | 230                      | 20.0              |
| 32502             | REGISTERED NURSES                  | 940             | 1,150 | 210                      | 22.3              |
| 68014             | AMUSEMENT, RECREATION ATTENDANTS   | 240             | 410   | 170                      | 70.8              |
| 87102             | CARPENTERS                         | 400             | 560   | 160                      | 40.0              |
| 97105             | TRUCK DRIVERS, LIGHT               | 710             | 850   | 140                      | 19.7              |
| 27305             | SOCIAL WKRS--EX MED, PSYCHIATRIC   | 240             | 370   | 130                      | 54.2              |
| 31305             | TEACHERS--ELEMENTARY SCHOOL        | 1,650           | 1,780 | 130                      | 7.9               |
| 31308             | TEACHERS--SECONDARY SCHOOL         | 780             | 900   | 120                      | 15.4              |
| 66008             | NURSE AIDES, ORDERLIES, ATTENDANTS | 470             | 590   | 120                      | 25.5              |
| 67005             | JANITORS, CLEANERS--EXCEPT MAIDS   | 910             | 1,030 | 120                      | 13.2              |
| 85132             | MAINT REPAIRERS, GENL UTILITY      | 690             | 810   | 120                      | 17.4              |
| 97102             | TRUCK DRIVERS, HEAVY               | 650             | 770   | 120                      | 18.5              |
| 55305             | RECEPTIONISTS, INFORMATION CLERKS  | 480             | 590   | 110                      | 22.9              |
| 79041             | LABORERS, LANDSCAPING/GROUNDSKEE   | 490             | 600   | 110                      | 22.4              |
| 22121             | CIVIL ENGINEERS--INCLUDING TRAFFIC | 280             | 380   | 100                      | 35.7              |

Source: Employment Development Department, Labor Market Information Division,  
Information Services Group and Occupational Employment Statistics Group

(1) Occupational Projections available online at [www.calmis.ca.gov](http://www.calmis.ca.gov)

(2) March 1998 Benchmark

\* Median Hourly Wages for the North Central Consortium, which includes Colusa, Glenn, Lake, Sutter, and Yuba Counties are not necessarily calculated at the county level. Wages for these individual counties can be obtained at [http://www.calmis.ca.gov/file/occup\\$/oes\\$.htm](http://www.calmis.ca.gov/file/occup$/oes$.htm) or for further information call 262-2162.

**TABLE 4**  
**LOWER LIVING STANDARD INCOME LEVEL (LLSIL)**  
**AND POVERTY GUIDELINES**  
**2002**

**Table 1 — San Diego Metropolitan Statistical Area**

| <b>San Diego</b>              |             |            |              |             |             |            |                            |
|-------------------------------|-------------|------------|--------------|-------------|-------------|------------|----------------------------|
|                               | Family Size |            |              |             |             |            |                            |
|                               | One Member  | Two Member | Three Member | Four Member | Five Member | Six Member | Each Additional Member Add |
| <b>70% LLSIL (a)</b>          |             |            |              |             |             |            |                            |
| Annual                        | \$8,450     | \$13,850   | \$19,010     | \$23,460    | \$27,690    | \$32,380   | \$4,690                    |
| 6 Months                      | \$4,225     | \$6,925    | \$9,505      | \$11,730    | \$13,845    | \$16,190   | \$2,345                    |
| 100%                          | \$12,070    | \$19,780   | \$27,150     | \$33,510    | \$39,550    | \$46,250   | \$6,700                    |
| <b>Poverty Guidelines (a)</b> |             |            |              |             |             |            |                            |
| Annual                        | \$8,860     | \$11,940   | \$15,020     | \$18,100    | \$21,180    | \$24,260   | \$3,080                    |
| 6 Months                      | \$4,430     | \$5,970    | \$7,510      | \$9,050     | \$10,590    | \$12,130   | \$1,540                    |

**Table 2 — Los Angeles/Riverside/Orange County Metropolitan Statistical Area**

|                        |                     |            |              |             |             |                       |                            |
|------------------------|---------------------|------------|--------------|-------------|-------------|-----------------------|----------------------------|
| Anaheim                | Los Angeles County  |            |              |             |             | San Bernardino County |                            |
| Carson/Lomita/Torrance | Orange County       |            |              |             |             | SELACO                |                            |
| Foothill               | Riverside County    |            |              |             |             | South Bay             |                            |
| Long Beach             | Santa Ana           |            |              |             |             | Ventura               |                            |
| Los Angeles City       | San Bernardino City |            |              |             |             | Verdugo               |                            |
|                        | Family Size         |            |              |             |             |                       |                            |
|                        | One Member          | Two Member | Three Member | Four Member | Five Member | Six Member            | Each Additional Member Add |
| 70% LLSIL (a)          |                     |            |              |             |             |                       |                            |
| Annual                 | \$7,900             | \$12,940   | \$17,770     | \$21,930    | \$25,880    | \$30,270              | \$4,390                    |
| 6 Months               | \$3,950             | \$6,470    | \$8,885      | \$10,965    | \$12,940    | \$15,135              | \$2,195                    |
| 100%                   | \$11,280            | \$18,490   | \$25,380     | \$31,330    | \$36,970    | \$43,240              | \$6,270                    |
| Poverty Guidelines (a) |                     |            |              |             |             |                       |                            |
| Annual                 | \$8,860             | \$11,940   | \$15,020     | \$18,100    | \$21,180    | \$24,260              | \$3,080                    |
| 6 Months               | \$4,430             | \$5,970    | \$7,510      | \$9,050     | \$10,590    | \$12,130              | \$1,540                    |



**TABLE 4**  
**LOWER LIVING STANDARD INCOME LEVEL (LLSIL)**  
**AND POVERTY GUIDELINES**  
**2002**

**Table 3 — San Francisco/Oakland/San Jose Metropolitan Statistical Area**

| <b>Alameda</b>                | <b>Oakland</b>       |            |              |             |             |            | <b>Santa Cruz</b>          |
|-------------------------------|----------------------|------------|--------------|-------------|-------------|------------|----------------------------|
| <b>Contra Costa</b>           | <b>Richmond</b>      |            |              |             |             |            | <b>Solano</b>              |
| <b>Marin</b>                  | <b>San Francisco</b> |            |              |             |             |            | <b>Sonoma</b>              |
| <b>Napa</b>                   | <b>San Jose</b>      |            |              |             |             |            |                            |
| <b>NOVA</b>                   | <b>San Mateo</b>     |            |              |             |             |            |                            |
|                               | Family Size          |            |              |             |             |            |                            |
|                               | One Member           | Two Member | Three Member | Four Member | Five Member | Six Member | Each Additional Member Add |
| <b>70% LLSIL (a)</b>          |                      |            |              |             |             |            |                            |
| Annual                        | \$8,570              | \$14,040   | \$19,270     | \$23,790    | \$28,080    | \$32,840   | \$4,760                    |
| 6 Months                      | \$4,285              | \$7,020    | \$9,635      | \$11,895    | \$14,040    | \$16,420   | \$2,380                    |
| 100%                          | \$12,240             | \$20,060   | \$27,540     | \$33,990    | \$40,110    | \$46,910   | \$6,800                    |
| <b>Poverty Guidelines (a)</b> |                      |            |              |             |             |            |                            |
| Annual                        | \$8,860              | \$11,940   | \$15,020     | \$18,100    | \$21,180    | \$24,260   | \$3,080                    |
| 6 Months                      | \$4,430              | \$5,970    | \$7,510      | \$9,050     | \$10,590    | \$12,130   | \$1,540                    |

**Table 4 — Other Metropolitan Areas**

| <b>Fresno</b>                 | <b>NoRTEC</b>        |            |              |             |             |            | <b>Stanislaus</b>          |
|-------------------------------|----------------------|------------|--------------|-------------|-------------|------------|----------------------------|
| <b>Golden Sierra</b>          | <b>North Central</b> |            |              |             |             |            | <b>Tulare</b>              |
| <b>Kern/Inyo/Mono</b>         | <b>Sacramento</b>    |            |              |             |             |            | <b>Yolo</b>                |
| <b>Merced</b>                 | <b>San Joaquin</b>   |            |              |             |             |            |                            |
| <b>Monterey</b>               | <b>Santa Barbara</b> |            |              |             |             |            |                            |
|                               | Family Size          |            |              |             |             |            |                            |
|                               | One Member           | Two Member | Three Member | Four Member | Five Member | Six Member | Each Additional Member Add |
| <b>70% LLSIL (a)</b>          |                      |            |              |             |             |            |                            |
| Annual                        | \$7,820              | \$12,810   | \$17,580     | \$21,700    | \$25,610    | \$29,950   | \$4,340                    |
| 6 Months                      | \$3,910              | \$6,405    | \$8,790      | \$10,850    | \$12,805    | \$14,975   | \$2,170                    |
| 100%                          | \$11,160             | \$18,290   | \$25,110     | \$30,990    | \$36,570    | \$42,770   | \$6,200                    |
| <b>Poverty Guidelines (a)</b> |                      |            |              |             |             |            |                            |
| Annual                        | \$8,860              | \$11,940   | \$15,020     | \$18,100    | \$21,180    | \$24,260   | \$3,080                    |
| 6 Months                      | \$4,430              | \$5,970    | \$7,510      | \$9,050     | \$10,590    | \$12,130   | \$1,540                    |



**TABLE 4**  
**LOWER LIVING STANDARD INCOME LEVEL (LLSIL)**  
**AND POVERTY GUIDELINES**  
**2002**

**Table 5 — Nonmetropolitan Areas**

|                        |                 |            |              |             |             |            |                            |
|------------------------|-----------------|------------|--------------|-------------|-------------|------------|----------------------------|
| Humboldt               | Mother Lode     |            |              |             |             |            |                            |
| Imperial               | San Benito      |            |              |             |             |            |                            |
| Kings                  | San Luis Obispo |            |              |             |             |            |                            |
| Madera                 |                 |            |              |             |             |            |                            |
| Mendocino              |                 |            |              |             |             |            |                            |
|                        | Family Size     |            |              |             |             |            |                            |
|                        | One Member      | Two Member | Three Member | Four Member | Five Member | Six Member | Each Additional Member Add |
| 70% LLSIL (a)          |                 |            |              |             |             |            |                            |
| Annual                 | \$7,560         | \$12,390   | \$17,010     | \$20,990    | \$24,770    | \$28,970   | \$4,200                    |
| 6 Months               | \$3,780         | \$6,195    | \$8,505      | \$10,495    | \$12,385    | \$14,485   | \$2,100                    |
| 100%                   | \$10,800        | \$17,690   | \$24,290     | \$29,980    | \$35,380    | \$41,380   | \$6,000                    |
| Poverty Guidelines (a) |                 |            |              |             |             |            |                            |
| Annual                 | \$8,860         | \$11,940   | \$15,020     | \$18,100    | \$21,180    | \$24,260   | \$3,080                    |
| 6 Months               | \$4,430         | \$5,970    | \$7,510      | \$9,050     | \$10,590    | \$12,130   | \$1,540                    |

Source: State of California, Workforce Investment Division, Workforce Investment Act Directive, Number: WIAD01-18, Dated June 11, 2002.

(a) Tables 1 through 5 show the 70 percent LLSIL and the poverty guidelines for western metropolitan and nonmetropolitan areas, and for three specific Metropolitan Statistical Areas in California. In addition, each LLSIL table includes the 100 percent LLSIL that establishes the Department of Labor's minimum self-sufficiency levels. Each table specifies which areas encompass which Local Workforce Investment Area (LWIA). For a family of one, in all tables, the poverty guidelines exceed the 70 percent LLSIL and; therefore, should be used to establish the low-income status. For all other family sizes, the LLSILs exceed the poverty guidelines. The last column in each table shows the amount to be added to the figure for a family of six for each additional family member.

**TABLE 5**  
**WORKFORCE INVESTMENT ACT**  
**PLANNING INFORMATION FOR LOCAL WORKFORCE INVESTMENT AREAS**  
**SELECTED CHARACTERISTICS BY AGE**

LWIA NAME: NORTH CENTRAL COUNTIES

JURISDICTIONS INCLUDED: COLUSA, GLENN, LAKE, SUTTER AND YUBA COUNTIES--CONSORTIUM

JANUARY 10, 2003

**CHARACTERISTICS OF VARIOUS POTENTIAL CLIENT GROUPS**

|  |  |        |
|--|--|--------|
| <b>LABOR FORCE STATUS (1)</b>          |  |        |
| EMPLOYED                               |  | 89,725 |
| UNEMPLOYED                             |  | 12,318 |
| UNEMPLOYMENT RATE                      |  | 12.1   |
| NOT IN LABOR FORCE (2)                 |  | 78,772 |
| <b>2002 VETERAN INFORMATION</b>        |  |        |
| TOTAL VETERANS (3)                     |  | 19,631 |
| MALE                                   |  | 18,488 |
| FEMALE                                 |  | 1,143  |
| VIETNAM ERA VETERANS - CENSUS 2000 (4) |  | 8,104  |
| DISABLED VETERANS (5)                  |  | 3,249  |
| <b>OFFENDERS (6)</b>                   |  | 5,758  |

**1990 CENSUS (7)**

FAMILIES IN POVERTY AS A % OF ALL FAMILIES 13.3

**CHARACTERISTICS OF ECONOMICALLY DISADVANTAGED PERSONS 14 TO 72 YEARS OLD (8)**

|                                | 14 - 15 (9) |       | 16 - 21 |       | 22 - 54 |       | 55 - 72 |       | Total 16 - 72 |       |
|--------------------------------|-------------|-------|---------|-------|---------|-------|---------|-------|---------------|-------|
|                                | NUMBER      | %     | NUMBER  | %     | NUMBER  | %     | NUMBER  | %     | NUMBER        | %     |
| TOTAL ECONOMIC DISADVANTAGED   | 1,685       | 100.0 | 3,634   | 100.0 | 16,321  | 100.0 | 3,652   | 100.0 | 23,607        | 100.0 |
| <b>BY RACE:</b>                |             |       |         |       |         |       |         |       |               |       |
| WHITE NOT HISPANIC             | 976         | 57.9  | 1,869   | 51.4  | 9,938   | 60.9  | 2,880   | 78.8  | 14,687        | 62.2  |
| BLACK NOT HISPANIC             | 38          | 2.3   | 93      | 2.5   | 174     | 1.1   | 83      | 2.3   | 350           | 1.5   |
| AMERICAN INDIAN NOT HISP       | 29          | 1.7   | 167     | 4.6   | 409     | 2.5   | 106     | 2.9   | 682           | 2.9   |
| ASIAN NOT HISPANIC             | 144         | 8.6   | 240     | 6.6   | 1,333   | 8.2   | 299     | 8.2   | 1,872         | 7.9   |
| PACIFIC ISLAND NOT HISP        | 0           | 0     | 0       | 0     | 0       | 0     | 0       | 0     | 0             | 0     |
| HISPANIC                       | 497         | 29.5  | 1,265   | 34.8  | 4,467   | 27.4  | 285     | 7.8   | 6,017         | 25.5  |
| <b>BY SEX:</b>                 |             |       |         |       |         |       |         |       |               |       |
| MALE                           | 690         | 40.9  | 1,746   | 48.1  | 7,081   | 43.4  | 1,567   | 42.9  | 10,394        | 44.0  |
| FEMALE                         | 995         | 59.1  | 1,888   | 51.9  | 9,240   | 56.6  | 2,085   | 57.1  | 13,213        | 56.0  |
| <b>HIGH SCHOOL EXPERIENCE:</b> |             |       |         |       |         |       |         |       |               |       |
| DROPOUTS                       | 61          | 3.6   | 1,190   | 32.7  | 7,562   | 46.3  | 1,676   | 45.9  | 10,428        | 44.2  |
| GRADUATES                      | 0           | 0     | 119     | 3.3   | 3,870   | 23.7  | 904     | 24.8  | 4,893         | 20.7  |
| STUDENTS                       | 509         | 30.2  | 1,623   | 44.7  | 406     | 2.5   | 23      | 0.6   | 2,052         | 8.7   |
| DISABLED                       | 20          | 1.2   | 349     | 9.6   | 3,063   | 18.8  | 1,616   | 44.2  | 5,028         | 21.3  |
| LIMITED ENGLISH PROF           | 70          | 4.2   | 529     | 14.6  | 2,771   | 17.0  | 178     | 4.9   | 3,478         | 14.7  |

**TABLE 5**  
**WORKFORCE INVESTMENT ACT**  
**PLANNING INFORMATION FOR LOCAL WORKFORCE INVESTMENT AREAS**  
**SELECTED CHARACTERISTICS BY AGE**

Footnotes and data sources:

Source: Employment Development Department, Labor Market Information Division,  
 Current Economic Statistics Group.

Note: Data provided are the most recent available.

- (1) Labor force in this category refers to civilian labor force (16 years and older). This category includes, but is not limited to, the economically disadvantaged. Labor Force data are based on preliminary data (monthly average) for the period 12/2001 through 11/2002. March 2001 Benchmark.
- (2) Not in labor force (16 years and older) are those who are not employed and not actively seeking employment. This category includes, but is not limited to, the economically disadvantaged. Not in labor force data are based on preliminary labor force data (12/01 - 11/02), Department of Finance populations estimates as of 1/02 and working age populations from 1990 census data.
- (3) Department of Veterans Affairs, Office of the Actuary, Estimated Veteran Totals, September 30, 2002, Washington, D.C.
- (4) U.S. Census Bureau, Census 2000, American FactFinder.
- (5) Department of Veterans Affairs, Statistics for Veterans Receiving Compensation and Pension Benefits, February 14, 2002, Washington, D.C.
- (6) 2001 Criminal Justice Profile, California Department of Justice.
- (7) Based on poverty data from the 1990 census. The 2000 census data will not be available until 2005. The economically disadvantaged population was provided by the Employment and Training Administration from a custom tabulation provided by the United States Bureau of Census.
- (8) Data for each characteristic in this section were derived by an independent estimating process using census summary data and census public use micro sample. Totals may not match other data from the same sources.
- (9) Data are not included in **Total 16 - 72** column.



**Table DP-1. Profile of General Demographic Characteristics: 2000**

Geographic Area: Colusa County, California

[For information on confidentiality protection, nonsampling error, and definitions, see text]

| Subject   | Number        | Percent      | Subject  | Number        | Percent      |
|---|---------------|--------------|--|---------------|--------------|
| <b>Total population</b> .....                   | <b>18,804</b> | <b>100.0</b> | <b>HISPANIC OR LATINO AND RACE</b>                   |               |              |
| <b>SEX AND AGE</b>                              |               |              | <b>Total population</b> .....                        | <b>18,804</b> | <b>100.0</b> |
| Male.....                                       | 9,559         | 50.8         | Hispanic or Latino (of any race).....                | 8,752         | 46.5         |
| Female.....                                     | 9,245         | 49.2         | Mexican.....   | 7,771         | 41.3         |
| Under 5 years.....                              | 1,517         | 8.1          | Puerto Rican.....                                    | 14            | 0.1          |
| 5 to 9 years.....                               | 1,621         | 8.6          | Cuban.....   | 2             | -            |
| 10 to 14 years.....                             | 1,689         | 9.0          | Other Hispanic or Latino.....                        | 965           | 5.1          |
| 15 to 19 years.....                             | 1,795         | 9.5          | Not Hispanic or Latino.....                          | 10,052        | 53.5         |
| 20 to 24 years.....                             | 1,250         | 6.6          | White alone.....                                     | 9,018         | 48.0         |
| 25 to 34 years.....                             | 2,365         | 12.6         | <b>RELATIONSHIP</b>                                  |               |              |
| 35 to 44 years.....                             | 2,701         | 14.4         | <b>Total population</b> .....                        | <b>18,804</b> | <b>100.0</b> |
| 45 to 54 years.....                             | 2,265         | 12.0         | In households.....                                   | 18,357        | 97.6         |
| 55 to 59 years.....                             | 814           | 4.3          | Householder.....                                     | 6,097         | 32.4         |
| 60 to 64 years.....                             | 652           | 3.5          | Spouse.....  | 3,631         | 19.3         |
| 65 to 74 years.....                             | 1,113         | 5.9          | Child.....   | 6,584         | 35.0         |
| 75 to 84 years.....                             | 769           | 4.1          | Own child under 18 years.....                        | 5,231         | 27.8         |
| 85 years and over.....                          | 253           | 1.3          | Other relatives.....                                 | 1,287         | 6.8          |
| Median age (years).....                         | 31.5          | (X)          | Under 18 years.....                                  | 450           | 2.4          |
| 18 years and over.....                          | 12,867        | 68.4         | Nonrelatives.....                                    | 758           | 4.0          |
| Male.....                                       | 6,554         | 34.9         | Unmarried partner.....                               | 306           | 1.6          |
| Female.....                                     | 6,313         | 33.6         | In group quarters.....                               | 447           | 2.4          |
| 21 years and over.....                          | 11,936        | 63.5         | Institutionalized population.....                    | 275           | 1.5          |
| 62 years and over.....                          | 2,512         | 13.4         | Noninstitutionalized population.....                 | 172           | 0.9          |
| 65 years and over.....                          | 2,135         | 11.4         | <b>HOUSEHOLD BY TYPE</b>                             |               |              |
| Male.....                                       | 940           | 5.0          | <b>Total households</b> .....                        | <b>6,097</b>  | <b>100.0</b> |
| Female.....                                     | 1,195         | 6.4          | Family households (families).....                    | 4,576         | 75.1         |
| <b>RACE</b>                                     |               |              | With own children under 18 years.....                | 2,522         | 41.4         |
| One race.....                                   | 17,951        | 95.5         | Married-couple family.....                           | 3,631         | 59.6         |
| White.....                                      | 12,090        | 64.3         | With own children under 18 years.....                | 1,968         | 32.3         |
| Black or African American.....                  | 103           | 0.5          | Female householder, no husband present.....          | 584           | 9.6          |
| American Indian and Alaska Native.....          | 439           | 2.3          | With own children under 18 years.....                | 366           | 6.0          |
| Asian.....                                      | 228           | 1.2          | Nonfamily households.....                            | 1,521         | 24.9         |
| Asian Indian.....                               | 81            | 0.4          | Householder living alone.....                        | 1,308         | 21.5         |
| Chinese.....                                    | 32            | 0.2          | Householder 65 years and over.....                   | 617           | 10.1         |
| Filipino.....                                   | 14            | 0.1          | Households with individuals under 18 years.....      | 2,759         | 45.3         |
| Japanese.....                                   | 39            | 0.2          | Households with individuals 65 years and over.....   | 1,517         | 24.9         |
| Korean.....                                     | 24            | 0.1          | Average household size.....                          | 3.01          | (X)          |
| Vietnamese.....                                 | 3             | -            | Average family size.....                             | 3.51          | (X)          |
| Other Asian <sup>1</sup> .....                  | 35            | 0.2          | <b>HOUSING OCCUPANCY</b>                             |               |              |
| Native Hawaiian and Other Pacific Islander..... | 74            | 0.4          | <b>Total housing units</b> .....                     | <b>6,774</b>  | <b>100.0</b> |
| Native Hawaiian.....                            | 16            | 0.1          | Occupied housing units.....                          | 6,097         | 90.0         |
| Guamanian or Chamorro.....                      | 7             | -            | Vacant housing units.....                            | 677           | 10.0         |
| Samoan.....                                     | -             | -            | For seasonal, recreational, or                       |               |              |
| Other Pacific Islander <sup>2</sup> .....       | 51            | 0.3          | occasional use.....                                  | 311           | 4.6          |
| Some other race.....                            | 5,017         | 26.7         | Homeowner vacancy rate (percent).....                | 2.3           | (X)          |
| Two or more races.....                          | 853           | 4.5          | Rental vacancy rate (percent).....                   | 3.0           | (X)          |
| <b>Race alone or in combination with one</b>    |               |              | <b>HOUSING TENURE</b>                                |               |              |
| <b>or more other races:</b> <sup>3</sup>        |               |              | <b>Occupied housing units</b> .....                  | <b>6,097</b>  | <b>100.0</b> |
| White.....                                      | 12,812        | 68.1         | Owner-occupied housing units.....                    | 3,853         | 63.2         |
| Black or African American.....                  | 131           | 0.7          | Renter-occupied housing units.....                   | 2,244         | 36.8         |
| American Indian and Alaska Native.....          | 619           | 3.3          | Average household size of owner-occupied units.....  | 2.94          | (X)          |
| Asian.....                                      | 352           | 1.9          | Average household size of renter-occupied units..... | 3.13          | (X)          |
| Native Hawaiian and Other Pacific Islander..... | 135           | 0.7          |  |               |              |
| Some other race.....                            | 5,638         | 30.0         |  |               |              |

- Represents zero or rounds to zero. (X) Not applicable.

<sup>1</sup> Other Asian alone, or two or more Asian categories.<sup>2</sup> Other Pacific Islander alone, or two or more Native Hawaiian and Other Pacific Islander categories.<sup>3</sup> In combination with one or more of the other races listed. The six numbers may add to more than the total population and the six percentages may add to more than 100 percent because individuals may report more than one race.

Source: U.S. Census Bureau, Census 2000.

**Table DP-2. Profile of Selected Social Characteristics: 2000**

Geographic area: Colusa County, California

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

| Subject  | Number | Percent | Subject                                      | Number | Percent |
|--|--------|---------|--|--------|---------|
| <b>SCHOOL ENROLLMENT</b>   |        |         | <b>NATIVITY AND PLACE OF BIRTH</b>           |        |         |
| Population 3 years and over<br>enrolled in school.....                                       | 5,596  | 100.0   | Total population.....                        | 18,804 | 100.0   |
| Nursery school, preschool.....   | 239    | 4.3     | Native.....                                  | 13,623 | 72.4    |
| Kindergarten.....  | 391    | 7.0     | Born in United States.....                   | 13,519 | 71.9    |
| Elementary school (grades 1-8).....  | 2,641  | 47.2    | State of residence.....                      | 11,159 | 59.3    |
| High school (grades 9-12).....   | 1,603  | 28.6    | Different state.....                         | 2,360  | 12.6    |
| College or graduate school.....  | 722    | 12.9    | Born outside United States.....              | 104    | 0.6     |
|  |        |         | Foreign born.....                            | 5,181  | 27.6    |
|  |        |         | Entered 1990 to March 2000.....              | 2,199  | 11.7    |
| <b>EDUCATIONAL ATTAINMENT</b>  |        |         | Naturalized citizen.....                     | 1,226  | 6.5     |
| Population 25 years and over.....  | 10,912 | 100.0   | Not a citizen.....                           | 3,955  | 21.0    |
| Less than 9th grade.....   | 2,517  | 23.1    |  |        |         |
| 9th to 12th grade, no diploma.....   | 1,410  | 12.9    | <b>REGION OF BIRTH OF FOREIGN BORN</b>       |        |         |
| High school graduate (includes equivalency).....   | 2,635  | 24.1    | Total (excluding born at sea).....           | 5,181  | 100.0   |
| Some college, no degree.....   | 2,476  | 22.7    | Europe.....                                  | 54     | 1.0     |
| Associate degree.....  | 712    | 6.5     | Asia.....                                    | 137    | 2.6     |
| Bachelor's degree.....   | 858    | 7.9     | Africa.....                                  | -      | -       |
| Graduate or professional degree.....   | 304    | 2.8     | Oceania.....                                 | 85     | 1.6     |
| Percent high school graduate or higher.....  | 64.0   | (X)     | Latin America.....                           | 4,864  | 93.9    |
| Percent bachelor's degree or higher.....   | 10.6   | (X)     | Northern America.....                        | 41     | 0.8     |
|  |        |         |  |        |         |
| <b>MARITAL STATUS</b>  |        |         | <b>LANGUAGE SPOKEN AT HOME</b>               |        |         |
| Population 15 years and over.....  | 13,948 | 100.0   | Population 5 years and over.....             | 17,275 | 100.0   |
| Never married.....   | 3,431  | 24.6    | English only.....                            | 10,012 | 58.0    |
| Now married, except separated.....   | 8,182  | 58.7    | Language other than English.....             | 7,263  | 42.0    |
| Separated.....   | 246    | 1.8     | Speak English less than "very well".....     | 4,177  | 24.2    |
| Widowed.....   | 894    | 6.4     | Spanish.....                                 | 6,883  | 39.8    |
| Female.....  | 708    | 5.1     | Speak English less than "very well".....     | 4,012  | 23.2    |
| Divorced.....  | 1,195  | 8.6     | Other Indo-European languages.....           | 287    | 1.7     |
| Female.....  | 594    | 4.3     | Speak English less than "very well".....     | 122    | 0.7     |
|  |        |         | Asian and Pacific Island languages.....      | 80     | 0.5     |
|  |        |         | Speak English less than "very well".....     | 41     | 0.2     |
| <b>GRANDPARENTS AS CAREGIVERS</b>  |        |         |  |        |         |
| Grandparent living in household with<br>one or more own grandchildren under<br>18 years..... | 546    | 100.0   | <b>ANCESTRY (single or multiple)</b>         |        |         |
| Grandparent responsible for grandchildren.....   | 237    | 43.4    | Total population.....                        | 18,804 | 100.0   |
|  |        |         | Total ancestries reported.....               | 18,610 | 99.0    |
| <b>VETERAN STATUS</b>  |        |         | Arab.....                                    | 11     | 0.1     |
| Civilian population 18 years and over ..   | 12,859 | 100.0   | Czech <sup>1</sup> .....                     | 30     | 0.2     |
| Civilian veterans.....   | 1,543  | 12.0    | Danish.....                                  | 167    | 0.9     |
|  |        |         | Dutch.....                                   | 225    | 1.2     |
| <b>DISABILITY STATUS OF THE CIVILIAN<br/>NONINSTITUTIONALIZED POPULATION</b>                 |        |         | English.....                                 | 1,296  | 6.9     |
| Population 5 to 20 years.....  | 5,211  | 100.0   | French (except Basque) <sup>1</sup> .....    | 309    | 1.6     |
| With a disability.....   | 423    | 8.1     | French Canadian <sup>1</sup> .....           | 83     | 0.4     |
| Population 21 to 64 years.....   | 9,817  | 100.0   | German.....                                  | 1,878  | 10.0    |
| With a disability.....   | 2,078  | 21.2    | Greek.....                                   | 16     | 0.1     |
| Percent employed.....  | 49.2   | (X)     | Hungarian.....                               | -      | -       |
| No disability.....   | 7,739  | 78.8    | Irish <sup>1</sup> .....                     | 1,382  | 7.3     |
| Percent employed.....  | 69.6   | (X)     | Italian.....                                 | 612    | 3.3     |
| Population 65 years and over.....  | 1,984  | 100.0   | Lithuanian.....                              | -      | -       |
| With a disability.....   | 842    | 42.4    | Norwegian.....                               | 229    | 1.2     |
|  |        |         | Polish.....                                  | 86     | 0.5     |
| <b>RESIDENCE IN 1995</b>   |        |         | Portuguese.....                              | 339    | 1.8     |
| Population 5 years and over.....   | 17,275 | 100.0   | Russian.....                                 | 65     | 0.3     |
| Same house in 1995.....  | 9,959  | 57.6    | Scotch-Irish.....                            | 232    | 1.2     |
| Different house in the U.S. in 1995.....   | 6,418  | 37.2    | Scottish.....                                | 274    | 1.5     |
| Same county.....   | 3,893  | 22.5    | Slovak.....                                  | 3      | -       |
| Different county.....  | 2,525  | 14.6    | Subsaharan African.....                      | 9      | -       |
| Same state.....  | 2,254  | 13.0    | Swedish.....                                 | 234    | 1.2     |
| Different state.....   | 271    | 1.6     | Swiss.....                                   | 140    | 0.7     |
| Elsewhere in 1995.....   | 898    | 5.2     | Ukrainian.....                               | 10     | 0.1     |
|  |        |         | United States or American.....               | 843    | 4.5     |
|  |        |         | Welsh.....                                   | 57     | 0.3     |
|  |        |         | West Indian (excluding Hispanic groups)..... | -      | -       |
|  |        |         | Other ancestries.....                        | 10,080 | 53.6    |

-Represents zero or rounds to zero. (X) Not applicable.

<sup>1</sup>The data represent a combination of two ancestries shown separately in Summary File 3. Czech includes Czechoslovakian. French includes Alsatian. French Canadian includes Acadian/Cajun. Irish includes Celtic.

Source: U.S. Bureau of the Census, Census 2000.



[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

Source: U.S. Bureau of the Census, Census 2000.



**Table DP-4. Profile of Selected Housing Characteristics: 2000**

Geographic area: Colusa County, California

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

| Subject                                   | Number       | Percent      | Subject                                      | Number       | Percent      |
|---|--------------|--------------|--|--------------|--------------|
| <b>Total housing units.....</b>           | <b>6,774</b> | <b>100.0</b> | <b>OCCUPANTS PER ROOM</b>                    |              |              |
| <b>UNITS IN STRUCTURE</b>                 |              |              | <b>Occupied housing units .....</b>          | <b>6,097</b> | <b>100.0</b> |
| 1-unit, detached.....                     | 5,040        | 74.4         | 1.00 or less.....                            | 5,006        | 82.1         |
| 1-unit, attached.....                     | 229          | 3.4          | 1.01 to 1.50.....                            | 459          | 7.5          |
| 2 units.....                              | 141          | 2.1          | 1.51 or more.....                            | 632          | 10.4         |
| 3 or 4 units.....                         | 255          | 3.8          |  |              |              |
| 5 to 9 units.....                         | 139          | 2.1          | <b>Specified owner-occupied units.....</b>   | <b>2,937</b> | <b>100.0</b> |
| 10 to 19 units.....                       | 63           | 0.9          | <b>VALUE</b>                                 |              |              |
| 20 or more units.....                     | 187          | 2.8          | Less than \$50,000.....                      | 103          | 3.5          |
| Mobile home.....                          | 653          | 9.6          | \$50,000 to \$99,999.....                    | 1,201        | 40.9         |
| Boat, RV, van, etc.....                   | 67           | 1.0          | \$100,000 to \$149,999.....                  | 958          | 32.6         |
|   |              |              | \$150,000 to \$199,999.....                  | 465          | 15.8         |
| <b>YEAR STRUCTURE BUILT</b>               |              |              | \$200,000 to \$299,999.....                  | 166          | 5.7          |
| 1999 to March 2000.....                   | 169          | 2.5          | \$300,000 to \$499,999.....                  | 34           | 1.2          |
| 1995 to 1998.....                         | 372          | 5.5          | \$500,000 to \$999,999.....                  | 8            | 0.3          |
| 1990 to 1994.....                         | 590          | 8.7          | \$1,000,000 or more.....                     | 2            | 0.1          |
| 1980 to 1989.....                         | 996          | 14.7         | Median (dollars).....                        | 107,500      | (X)          |
| 1970 to 1979.....                         | 1,081        | 16.0         |  |              |              |
| 1960 to 1969.....                         | 779          | 11.5         | <b>MORTGAGE STATUS AND SELECTED</b>          |              |              |
| 1940 to 1959.....                         | 1,660        | 24.5         | <b>MONTHLY OWNER COSTS</b>                   |              |              |
| 1939 or earlier.....                      | 1,127        | 16.6         | With a mortgage.....                         | 2,011        | 68.5         |
|   |              |              | Less than \$300.....                         | 17           | 0.6          |
| <b>ROOMS</b>                              |              |              | \$300 to \$499.....                          | 145          | 4.9          |
| 1 room.....                               | 143          | 2.1          | \$500 to \$699.....                          | 359          | 12.2         |
| 2 rooms.....                              | 617          | 9.1          | \$700 to \$999.....                          | 653          | 22.2         |
| 3 rooms.....                              | 968          | 14.3         | \$1,000 to \$1,499.....                      | 575          | 19.6         |
| 4 rooms.....                              | 942          | 13.9         | \$1,500 to \$1,999.....                      | 170          | 5.8          |
| 5 rooms.....                              | 1,634        | 24.1         | \$2,000 or more.....                         | 92           | 3.1          |
| 6 rooms.....                              | 1,202        | 17.7         | Median (dollars).....                        | 921          | (X)          |
| 7 rooms.....                              | 610          | 9.0          | Not mortgaged.....                           | 926          | 31.5         |
| 8 rooms.....                              | 442          | 6.5          | Median (dollars).....                        | 273          | (X)          |
| 9 or more rooms.....                      | 216          | 3.2          |  |              |              |
| Median (rooms).....                       | 4.9          | (X)          | <b>SELECTED MONTHLY OWNER COSTS</b>          |              |              |
| <b>Occupied housing units .....</b>       | <b>6,097</b> | <b>100.0</b> | <b>AS A PERCENTAGE OF HOUSEHOLD</b>          |              |              |
| <b>YEAR HOUSEHOLDER MOVED INTO UNIT</b>   |              |              | <b>INCOME IN 1999</b>                        |              |              |
| 1999 to March 2000.....                   | 1,137        | 18.6         | Less than 15.0 percent.....                  | 1,019        | 34.7         |
| 1995 to 1998.....                         | 1,664        | 27.3         | 15.0 to 19.9 percent.....                    | 457          | 15.6         |
| 1990 to 1994.....                         | 1,033        | 16.9         | 20.0 to 24.9 percent.....                    | 368          | 12.5         |
| 1980 to 1989.....                         | 1,104        | 18.1         | 25.0 to 29.9 percent.....                    | 328          | 11.2         |
| 1970 to 1979.....                         | 550          | 9.0          | 30.0 to 34.9 percent.....                    | 167          | 5.7          |
| 1969 or earlier.....                      | 609          | 10.0         | 35.0 percent or more.....                    | 573          | 19.5         |
|   |              |              | Not computed.....                            | 25           | 0.9          |
| <b>VEHICLES AVAILABLE</b>                 |              |              |  |              |              |
| None.....                                 | 458          | 7.5          | <b>Specified renter-occupied units .....</b> | <b>2,042</b> | <b>100.0</b> |
| 1.....                                    | 1,909        | 31.3         | <b>GROSS RENT</b>                            |              |              |
| 2.....                                    | 2,469        | 40.5         | Less than \$200.....                         | 123          | 6.0          |
| 3 or more.....                            | 1,261        | 20.7         | \$200 to \$299.....                          | 184          | 9.0          |
|   |              |              | \$300 to \$499.....                          | 635          | 31.1         |
| <b>HOUSE HEATING FUEL</b>                 |              |              | \$500 to \$749.....                          | 668          | 32.7         |
| Utility gas.....                          | 3,356        | 55.0         | \$750 to \$999.....                          | 163          | 8.0          |
| Bottled, tank, or LP gas.....             | 804          | 13.2         | \$1,000 to \$1,499.....                      | 44           | 2.2          |
| Electricity.....                          | 1,439        | 23.6         | \$1,500 or more.....                         | 10           | 0.5          |
| Fuel oil, kerosene, etc.....              | 47           | 0.8          | No cash rent.....                            | 215          | 10.5         |
| Coal or coke.....                         | -            | -            | Median (dollars).....                        | 494          | (X)          |
| Wood.....                                 | 423          | 6.9          |  |              |              |
| Solar energy.....                         | -            | -            | <b>GROSS RENT AS A PERCENTAGE OF</b>         |              |              |
| Other fuel.....                           | 21           | 0.3          | <b>HOUSEHOLD INCOME IN 1999</b>              |              |              |
| No fuel used.....                         | 7            | 0.1          | Less than 15.0 percent.....                  | 444          | 21.7         |
|   |              |              | 15.0 to 19.9 percent.....                    | 288          | 14.1         |
| <b>SELECTED CHARACTERISTICS</b>           |              |              | 20.0 to 24.9 percent.....                    | 209          | 10.2         |
| Lacking complete plumbing facilities..... | 75           | 1.2          | 25.0 to 29.9 percent.....                    | 155          | 7.6          |
| Lacking complete kitchen facilities.....  | 62           | 1.0          | 30.0 to 34.9 percent.....                    | 161          | 7.9          |
| No telephone service.....                 | 282          | 4.6          | 35.0 percent or more.....                    | 535          | 26.2         |
|   |              |              | Not computed.....                            | 250          | 12.2         |

-Represents zero or rounds to zero. (X) Not applicable.

Source: U.S. Bureau of the Census, Census 2000.



# Explanation Of Terms And Concepts

**American Indian and Alaska Native:** A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

**Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent.

**Black or African American:** A person having origins in any of the Black racial groups of Africa.

**CalWORKs:** California Work Opportunity and Responsibility to Kids is a state designed public assistance program. Focus is on work and training; those who seek welfare must also seek work. Time and aid limits apply.

**Food Stamp Recipient:** A person receiving food stamp coupons that can be exchanged for groceries.

**General Relief:** A county administered assistance program which includes interim payments to the disabled, and payments to individuals who are ineligible for other assistance programs, such as CalWORKs and Refugee Cash Assistance.

**Hispanic:** Census 2000 adheres to the federal standards for collecting and presenting data on race and Hispanic origin as established by the Office of Management and Budget (OMB) in October 1997. The OMB defines Hispanic or Latino as "a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race."

**Native Hawaiian and Other Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Public Assistance Recipient:** A person receiving cash welfare payments and/or nonmonetary benefits under federal, state, or local welfare programs.

**Refugee Cash Assistance:** A cash assistance and employment services program designed for adults without children who have official status as refugee, and who have been in the United States for less than eight months. Aid is limited to eight months.

**Some Other Race:** Includes all other census responses not included in the "White," "Black or African American," "American Indian and Alaska Native," "Asian," and the "Native Hawaiian and Other Pacific Islander" race categories. Respondents providing write-in entries such as multiracial, mixed, interracial, or a Hispanic/Latino group (for example, Mexican, Puerto Rican, or Cuban) are included in this category.

**Two or More Races:** Refers to a classification of census respondents who chose to provide two or more races.

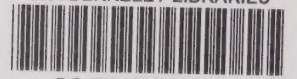
**Veteran:** A person who has served but is not now serving in the armed forces of the United States.

**Vietnam-Era Veteran:** A person who served between August 5, 1964, and May 7, 1975, but is not now serving in the armed forces of the United States.

**Welfare-To-Work Program:** The Welfare-To-Work Program helps family members acquire the skills needed to get a job. The county will determine if a family must participate in Welfare-To-Work activities as a requirement for CalWORKs. Families may also volunteer to participate.

**White:** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.





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